

E R S C

Staff Statistical Profile



EMPLOYEE & RETIREE SERVICE CENTER

45 W. Gude Drive, Suite 1200

Rockville, MD 20850

<http://www.montgomeryschoolsmd.org/departments/ersc/>

Sections of the Staff Statistical Profile

- Montgomery County Public Schools Personnel
- Montgomery County Association of Administrative and Supervisory Personnel (MCAAP)
- Montgomery County Association of Administrative and Supervisory Personnel (MCAAP)—Principals
- Montgomery County Association of Administrative and Supervisory Personnel (MCAAP)—Assistant Principals
- Montgomery County Association of Administrative and Supervisory Personnel (MCAAP)—Assistant School Administrators
- Montgomery County Business and Operations Administrators (MCBOA)
- 12-Month Montgomery County Education Association Personnel (MCEA)—Other Professionals
- 10-Month Montgomery County Education Association Personnel (MCEA)—New Teachers
- 10-Month Montgomery County Education Association Personnel (MCEA)—Teachers
- 10-Month Montgomery County Education Association Personnel (MCEA)—Counselors
- 10 and 12-Month SEIU Local 500 Personnel

Montgomery County Public Schools Personnel:

MCPS Workforce Demographic Profile
MCPS Workforce Residence Profile
MCPS Turnover
MCPS Fact Sheet

MCPS Workforce: Demographic Profile

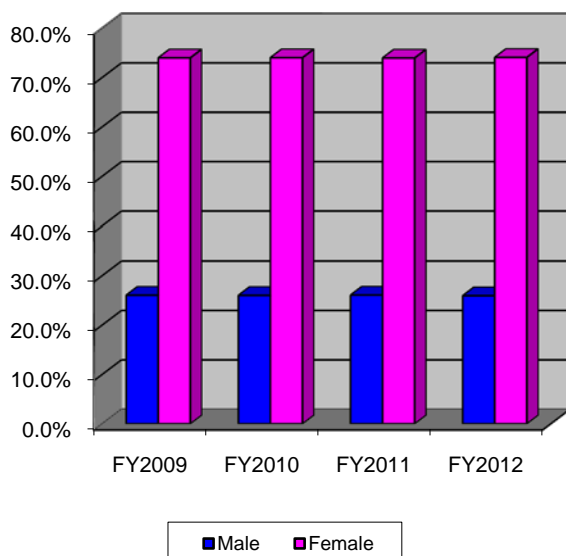
	FY 2009		FY 2010		FY 2011		FY 2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	5,731	26.0%	5,779	26.0%	5,748	26.1%	5,688	25.9%
Female	16,283	74.0%	16,450	74.0%	16,311	73.9%	16,243	74.1%
TOTAL	22,014	100.0%	22,229	100.0%	22,059	100.0%	21,931	100.0%
RACE								
White	14,457	65.7%	14,535	65.4%	14,297	64.8%	13,966	63.7%
Black or African American	4,087	18.6%	4,111	18.5%	4,067	18.4%	3,870	17.6%
Asian	1,481	6.7%	1,537	6.9%	1,595	7.2%	1,596	7.3%
American Indian or Alaskan Native	67	0.3%	69	0.3%	63	0.3%	62	0.3%
Hispanic/Latino	1,922	8.7%	1,977	8.9%	2,037	9.2%	2,176	9.9%
Native Hawaiian or Pacific Islander *							9	0.0%
Two or More *							252	1.1%
TOTAL	22,014	100.0%	22,229	100.0%	22,059	100.0%	21,931	100.0%
AGE								
Under 20	10	0.1%	2	0.0%	2	0.0%	7	0.0%
20 - 29 years	3,043	13.8%	2,925	13.2%	2,737	12.4%	3,086	14.1%
30 - 39 years	4,561	20.7%	4,604	20.7%	4,530	20.5%	4,574	20.9%
40 - 49 years	5,448	24.7%	5,496	24.7%	5,540	25.1%	5,613	25.6%
50 - 59 years	6,489	29.5%	6,461	29.1%	6,362	28.8%	6,220	28.4%
60+ years	2,463	11.2%	2,741	12.3%	2,888	13.1%	2,431	11.1%
TOTAL	22,014	100.0%	22,229	100.0%	22,059	100.0%	21,931	100.0%

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

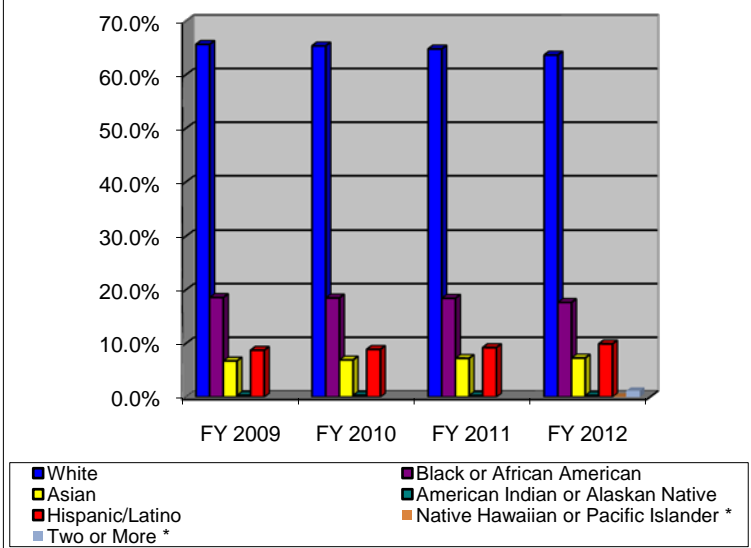
2. Data was captured on October 15.

3. * Data tracked starting FY 2012

MCPS Workforce: Gender



MCPS Workforce: Race



MCPS Workforce: Residence Profile

County	FY 2012									
	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
Montgomery	455	64.4%	49	51.6%	7,364	80.2%	8,093	67.7%	15,961	72.8%
Frederick	58	8.2%	24	25.3%	684	7.5%	1,142	9.6%	1,908	8.7%
Prince George's	61	8.6%	4	4.2%	497	5.4%	626	5.2%	1,188	5.4%
Howard	42	5.9%	4	4.2%	129	1.4%	788	6.6%	963	4.4%
Carroll	9	1.3%	5	5.3%	94	1.0%	171	1.4%	279	1.3%
Anne Arundel	9	1.3%	0	0.0%	46	0.5%	191	1.6%	246	1.1%
Baltimore	12	1.7%	0	0.0%	39	0.4%	122	1.0%	173	0.8%
Washington	6	0.8%	1	0.1%	102	1.1%	56	0.5%	165	0.8%
Baltimore City	1	0.1%	0	0.0%	12	0.1%	59	0.5%	72	0.3%
Calvert	1	0.1%	1	0.1%	10	0.1%	17	0.1%	29	0.1%
Charles	2	0.3%	0	0.0%	8	0.1%	9	0.1%	19	0.1%
Harford	0	0.0%	0	0.0%	0	0.0%	6	0.1%	6	0.0%
Queen Anne's	0	0.0%	0	0.0%	4	0.0%	3	0.0%	7	0.0%
Saint Mary	0	0.0%	0	0.0%	0	0.0%	3	0.0%	3	0.0%
Somerset	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%
Allegany	0	0.0%	0	0.0%	1	0.0%	2	0.0%	3	0.0%
Dorchester	0	0.0%	0	0.0%	2	0.0%	0	0.0%	2	0.0%
Talbot	1	0.1%	0	0.0%	1	0.0%	1	0.0%	3	0.0%
Worcester	1	0.1%	0	0.0%	1	0.0%	1	0.0%	3	0.0%
Wilcomico	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%
Kent	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%
<i>Subtotal Maryland</i>	658	93.1%	88	92.6%	8,994	98.0%	11,293	94.5%	21,033	95.9%
District of Columbia	19	2.7%	0	0.0%	53	0.6%	351	2.9%	423	1.9%
Pennsylvania	0	0.0%	0	0.0%	21	0.2%	22	0.2%	43	0.2%
Virginia	24	3.4%	3	3.2%	31	0.3%	233	2.0%	291	1.3%
West Virginia	5	0.7%	4	4.2%	79	0.9%	43	0.4%	131	0.6%
Other States*	1	0.1%	0	0.0%	3	0.0%	6	0.1%	10	0.0%
TOTAL	707	100.0%	95	100.0%	9,181	100.0%	11,948	100.0%	21,931	100.0%

1. Data reflects the number of permanent employees by head count as of October 15. Temporary and substitute employees are not included.

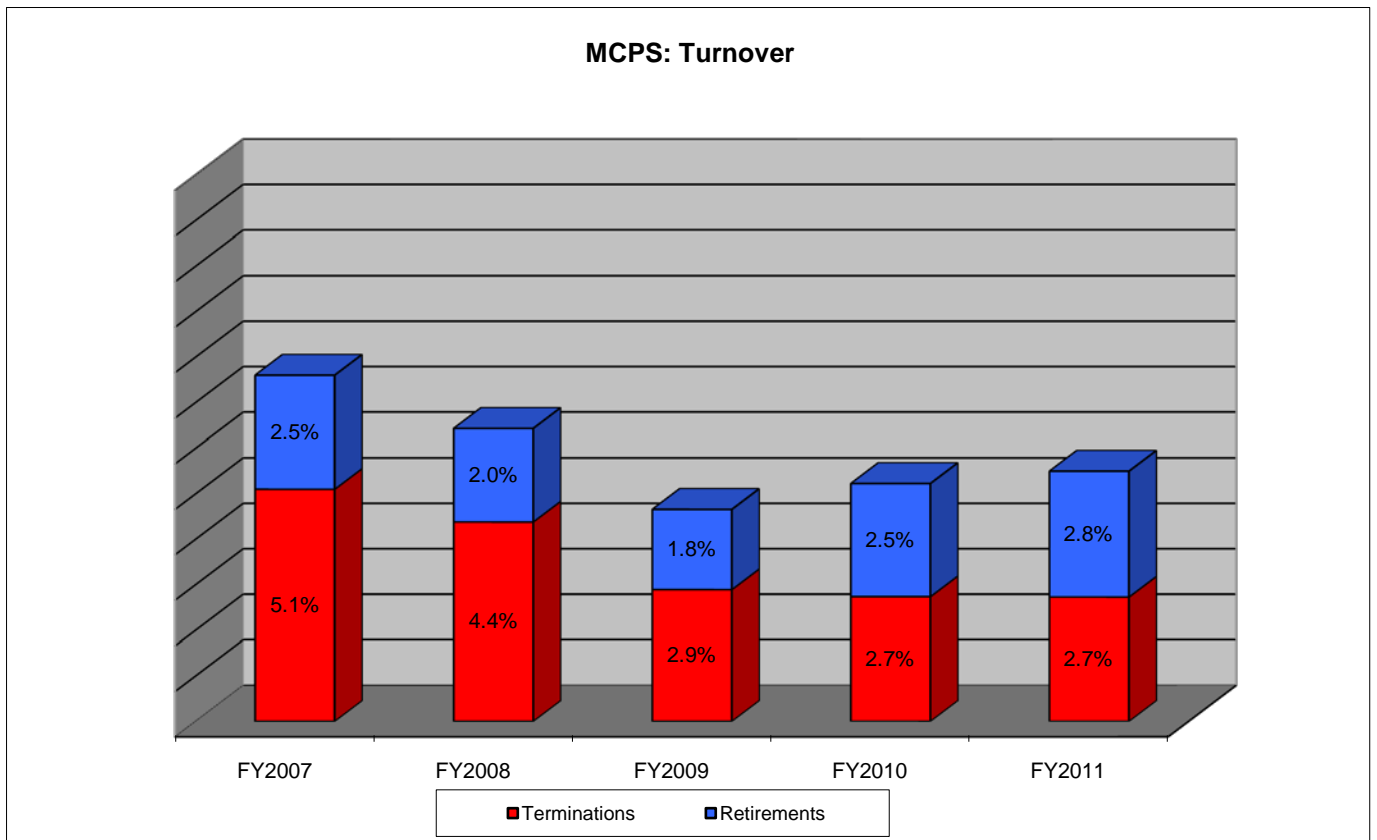
* Employees living in 'Other States' include new employees who haven't completed a change of address.

Fiscal Year	Montgomery County Residence Profile									
	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
FY 2012	455	63.7%	49	50.5%	7,356	80.0%	8,092	68.2%	15,952	73.0%
FY 2011	451	63.7%	49	50.5%	7,458	80.0%	8,128	68.2%	16,086	73.0%
FY2010	464	64.4%	51	53.7%	7,458	80.0%	8,255	68.5%	16,228	73.0%

MCPS: Turnover

Fiscal Year	Number of Employees*	Terminations		Retirements		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent
FY2011	22,443	612	2.7%	622	2.8%	1,234	5.5%
FY2010	22,633	619	2.7%	564	2.5%	1,183	5.2%
FY2009	22,527	651	2.9%	398	1.8%	1,049	4.7%
FY2008	22,647	992	4.4%	464	2.0%	1,456	6.4%
FY2007	22,434	1,160	5.1%	555	2.5%	1,715	7.6%

* Total number of employees is based upon a snapshot taken in the fall of each fiscal year.



FY 2012 MCPS Fact Sheet

(as of 10/17/2011)

Employee Type	Number of Employees (Head Count)	Number of Filled Positions (FTE)	Average Annual Salary (salaries/ head count)	Average FTE (salaries/ filled FTE)*
Executive Staff	18	18	\$171,606	\$171,606
Administrative & Supervisory (MCAAP)	707	707	\$123,918	\$123,918
Supervisor (MCBOA)	95	95	\$91,521	\$91,521
Teachers & Other Professional (MCEA)	11,953	11,559	\$104,431	\$106,622
Other Professionals (12-Month MCEA)	360	353		
Teachers (10-Month MCEA)	11,593	11,206		
Support Staff (SEIU)	9,194	7,749	\$36,114	\$42,850
GRAND TOTAL	21,967	20,128		

1. FTE of filled positions is less than head count of employees when scheduled FTE is less than 1.0.

2. No. of Filled Positions (FTE) includes employees in non-budgeted grants.

***Use this column to respond to average salary inquiries/surveys.**

Official 9-30-2011 Student Enrollment = 146,497

Montgomery County Association of Administrators and Principals (MCAAP):

Demographic Profile
Degree
Years of Experience in MCPS
Total Years of Experience
Turnover
Salary Schedule Placement
Initial Appointment to Administrative Positions
Retirement Eligibility
School Based Retirement Eligibility
Non-school Based Retirement Eligibility
Retirement Eligibility by Level

Administrators and Principals: Demographic Profile

	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	266	36.7%	259	36.0%	253	35.7%	263	37.2%
Female	458	63.3%	461	64.0%	456	64.3%	444	62.8%
TOTAL	724	100.0%	720	100.0%	709	100.0%	707	100.0%
RACE								
White	439	60.6%	430	59.7%	412	58.1%	403	57.0%
Black or African American	236	32.6%	242	33.6%	247	34.8%	240	33.9%
Asian	23	3.2%	22	3.1%	22	3.1%	27	3.8%
American Indian or Alaskan Native	3	0.4%	3	0.4%	3	0.4%	2	0.3%
Hispanic/Latino	23	3.2%	23	3.2%	25	3.5%	27	3.8%
Native Hawaiian or Pacific Islander *							0	0.0%
Two or More *							8	1.1%
TOTAL	724	100.0%	720	100.0%	709	100.0%	707	100.0%
AGE								
20 - 29 years	6	0.8%	4	0.6%	11	1.6%	19	2.7%
30 - 39 years	198	27.3%	188	26.1%	198	27.9%	215	30.4%
40 - 49 years	179	24.7%	193	26.8%	192	27.1%	197	27.9%
50 - 59 years	257	35.5%	236	32.8%	223	31.5%	209	29.6%
60+ years	84	11.6%	99	13.8%	85	12.0%	67	9.5%
TOTAL	724	100.0%	720	100.0%	709	100.0%	707	100.0%

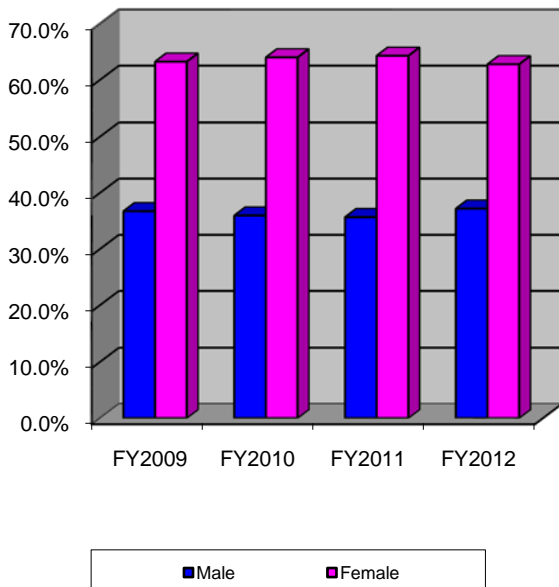
1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

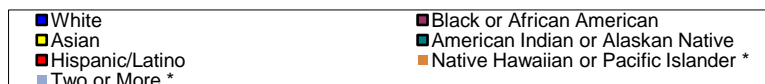
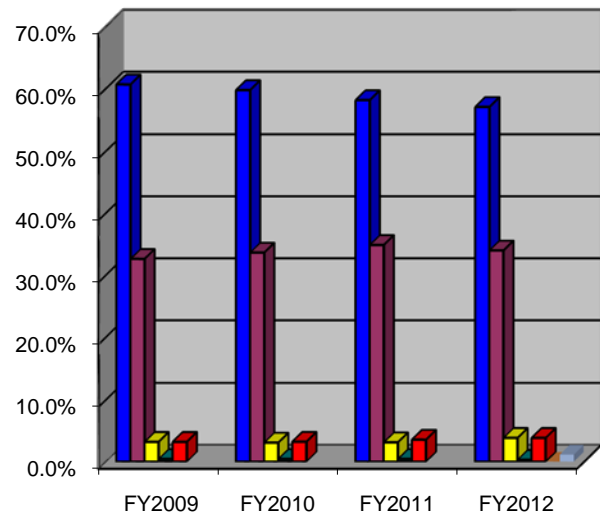
3. The 'Administrators' category includes school based and non-school based administrative personnel.

4. * Data tracked starting FY 2012

Administrators and Principals: Gender



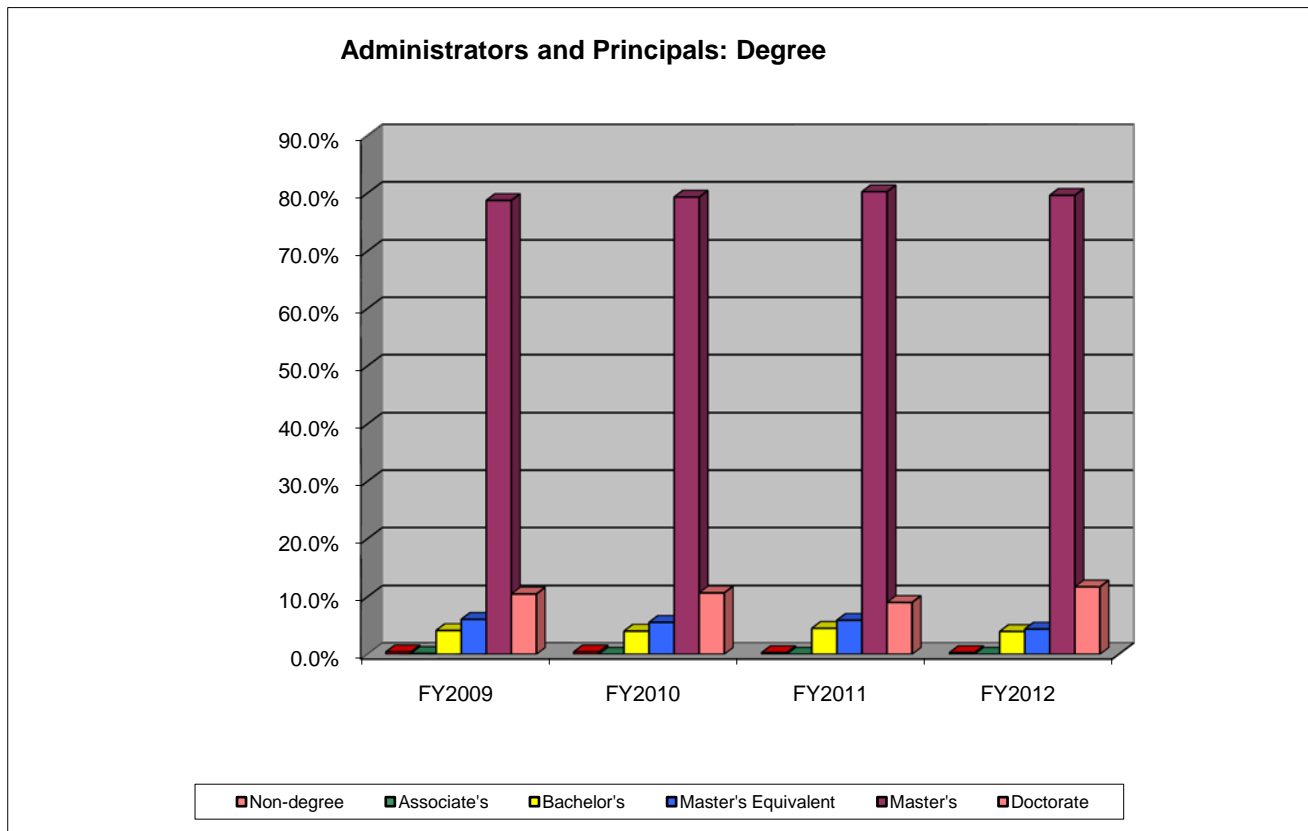
Administrators and Principals: Race



Administrators and Principals: Degree

	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
DEGREE								
Non-degree	3	0.4%	3	0.4%	2	0.3%	2	0.3%
Associate's	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	30	4.1%	29	4.0%	32	4.5%	28	4.0%
Master's Equivalent	44	6.1%	40	5.6%	42	5.9%	31	4.4%
Master's	570	78.7%	571	79.3%	569	80.3%	563	79.6%
Doctorate	76	10.5%	77	10.7%	64	9.0%	83	11.7%
TOTAL	724	100.0%	720	100.0%	709	100.0%	707	100.0%

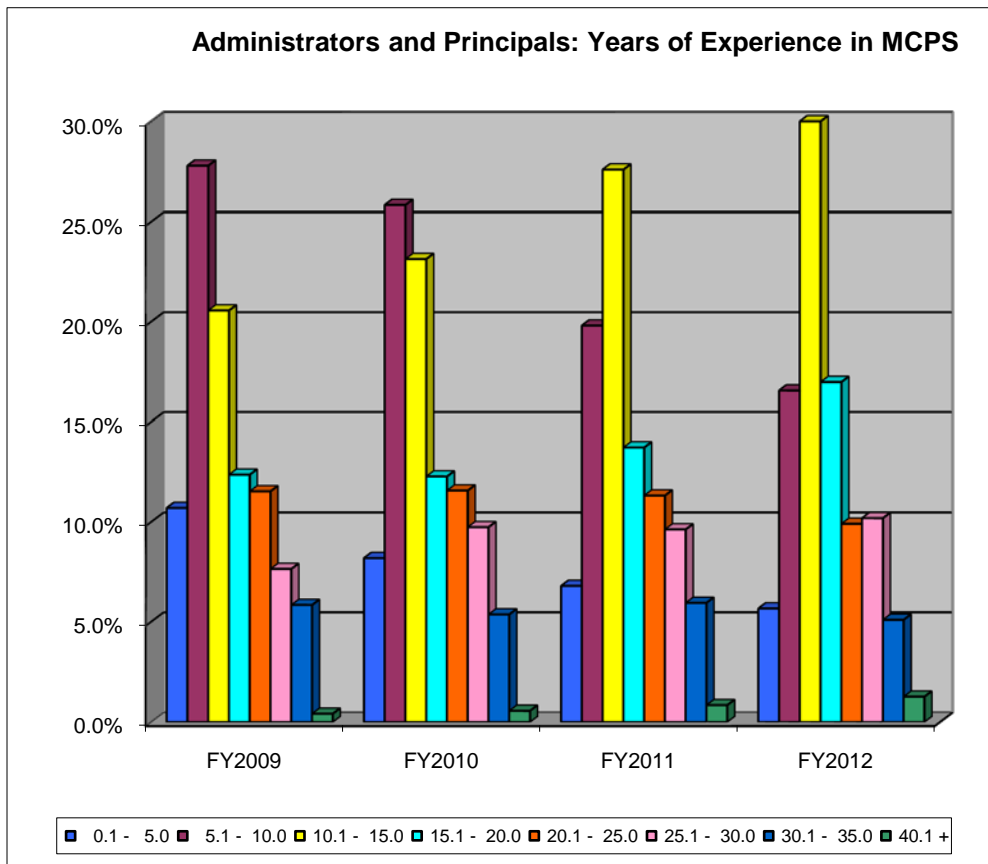
1. Master's Equivalent is additional professional education course work directly related to public school education and earned after the conferral of a bachelor's degree.



Administrators and Principals: Years of Experience in MCPS

Years of Experience	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	77	10.7%	58	8.2%	48	6.8%	40	5.7%
5.1 - 10.0	200	27.8%	183	25.8%	140	19.8%	117	16.5%
10.1 - 15.0	148	20.6%	164	23.1%	195	27.6%	216	30.6%
15.1 - 20.0	89	12.4%	87	12.3%	97	13.7%	120	17.0%
20.1 - 25.0	83	11.5%	82	11.6%	80	11.3%	70	9.9%
25.1 - 30.0	55	7.6%	69	9.7%	68	9.6%	72	10.2%
30.1 - 35.0	42	5.8%	38	5.4%	42	5.9%	36	5.1%
35.1 - 40.0	27	3.8%	35	4.9%	33	4.7%	27	3.8%
40.1 +	3	0.4%	4	0.6%	6	0.8%	9	1.3%
TOTAL	724	100.6%	720	101.6%	709	100.3%	707	100.0%

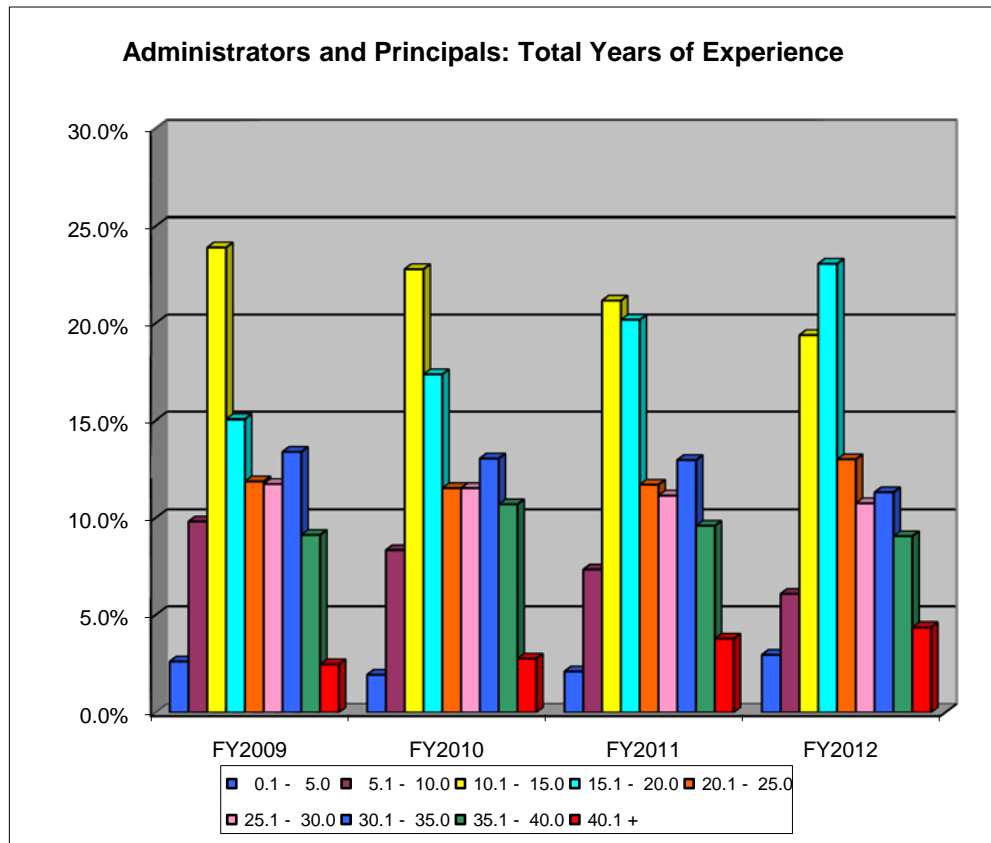
1. Data reflects prior and continuous years worked in MCPS in an administrative or professional position (adjusted for periods of long term leave). Distinct years of experience for either teaching or administrative positions are not available.



Administrators and Principals: Total Years of Experience

Years of Experience	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	19	2.6%	14	1.9%	15	2.1%	21	3.0%
5.1 - 10.0	71	9.8%	60	8.3%	52	7.3%	43	6.1%
10.1 - 15.0	173	23.9%	164	22.8%	150	21.2%	137	19.4%
15.1 - 20.0	109	15.1%	125	17.4%	143	20.2%	163	23.1%
20.1 - 25.0	86	11.9%	83	11.5%	83	11.7%	92	13.0%
25.1 - 30.0	85	11.7%	83	11.5%	79	11.1%	76	10.7%
30.1 - 35.0	97	13.4%	94	13.1%	92	13.0%	80	11.3%
35.1 - 40.0	66	9.1%	77	10.7%	68	9.6%	64	9.1%
40.1 +	18	2.5%	20	2.8%	27	3.8%	31	4.4%
TOTAL	724	100.0%	720	100.0%	709	100.0%	707	100.0%

1. Data reflects years worked as an administrator or professional within MCPS or other agency.
Distinct years of experience for either teaching or administrative positions are not available.

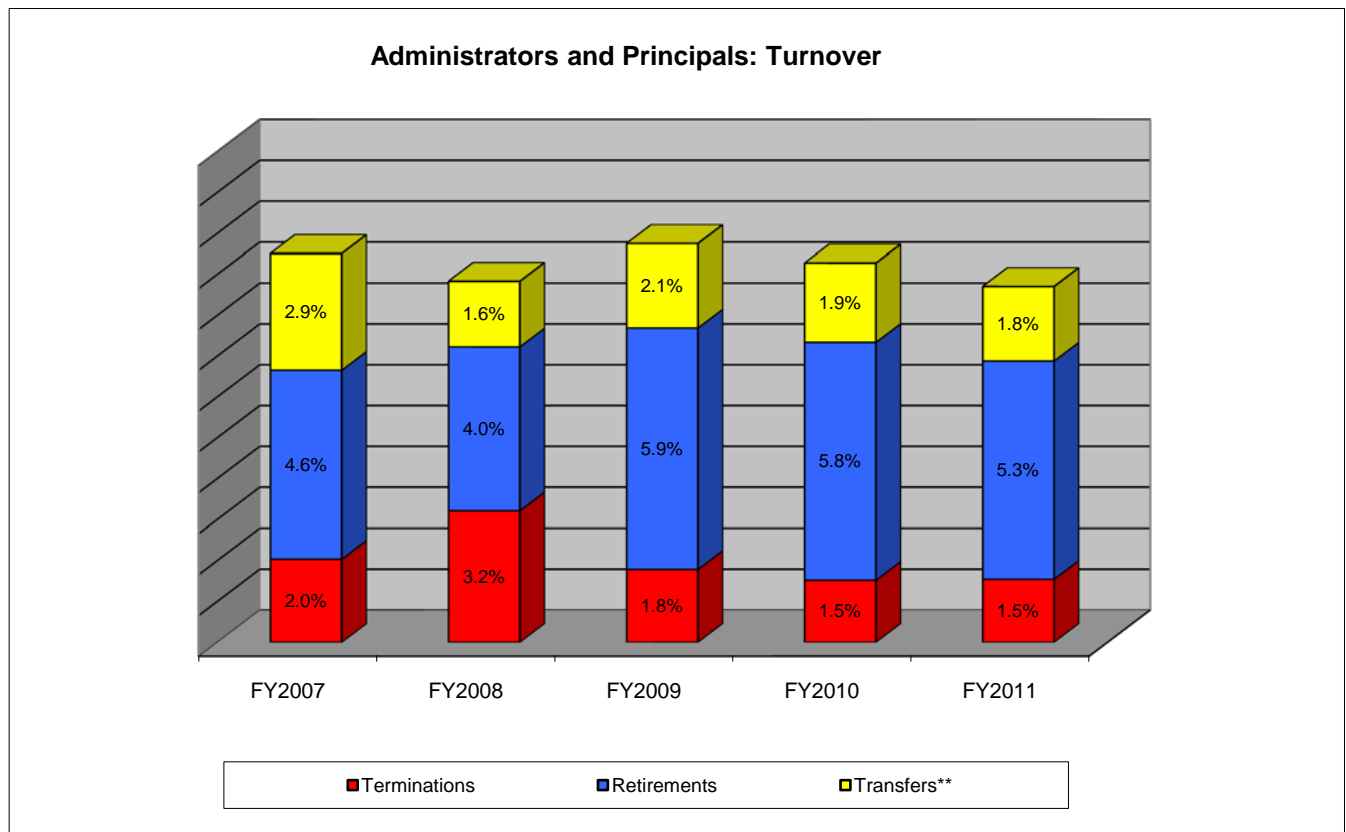


Administrators and Principals: Turnover

Fiscal Year	Number of Administrators*	Terminations		Retirements		Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2011	712	11	1.5%	38	5.3%	13	1.8%	62	8.7%
FY2010	722	11	1.5%	42	5.8%	14	1.9%	67	9.3%
FY2009	728	13	1.8%	43	5.9%	15	2.1%	71	9.8%
FY2008	747	24	3.2%	30	4.0%	12	1.6%	66	8.8%
FY2007	736	15	2.0%	34	4.6%	21	2.9%	70	9.5%

* Total number of administrators is based upon a snapshot taken in the fall of each fiscal year.

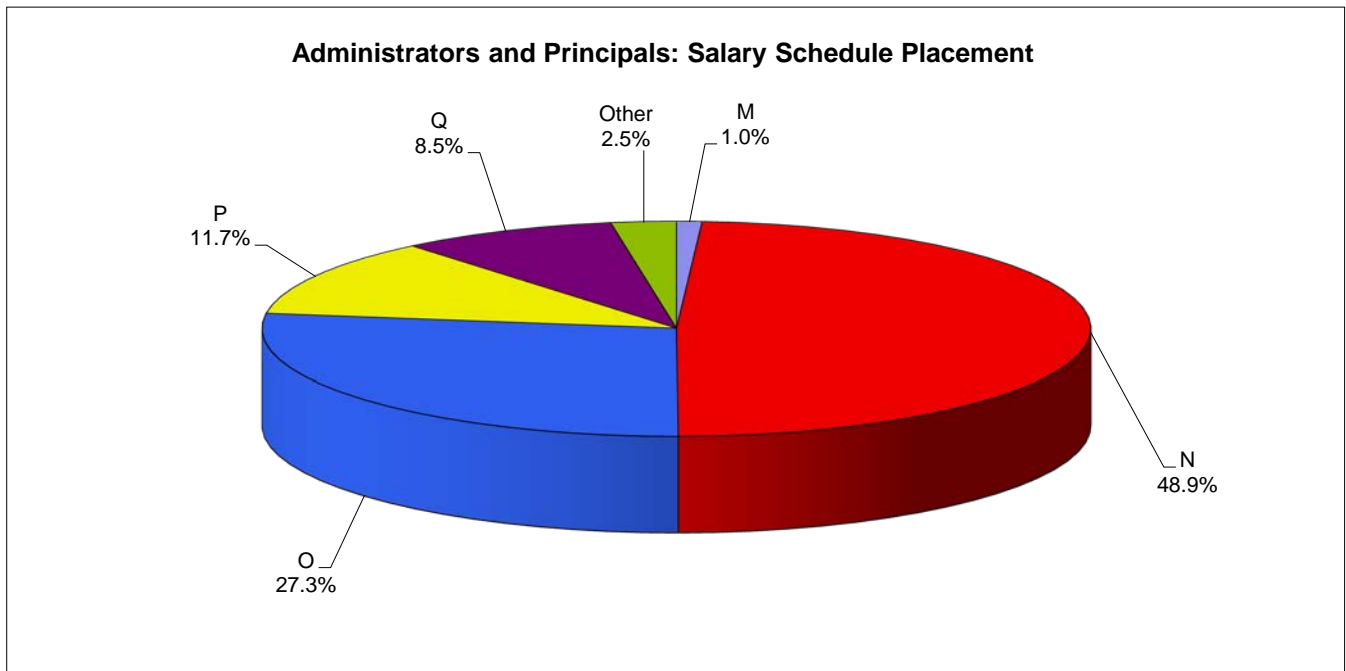
** Transfer is defined to be an administrator no longer in an administrative position.



Administrators and Principals: Salary Schedule Placement

Step	FY2012							
	M	N	O	P	Q	Other	Total	%
1	1	42	2	2	0		47	6.6%
2	0	14	1	3	0		18	2.5%
3	0	22	3	4	0		29	4.1%
4	0	28	4	4	0		36	5.1%
5	1	28	12	5	1		47	6.6%
6	0	17	10	5	0		32	4.5%
7	1	18	27	9	6		61	8.6%
8	1	16	9	5	3		34	4.8%
9	0	24	11	46	50		131	18.5%
10	3	137	114				254	35.9%
Executive						18	18	2.5%
Total	7	346	193	83	60	18	707	100.0%
% of Schedule	1.0%	48.9%	27.3%	11.7%	8.5%	2.5%		

1. Data as of October 15, 2011

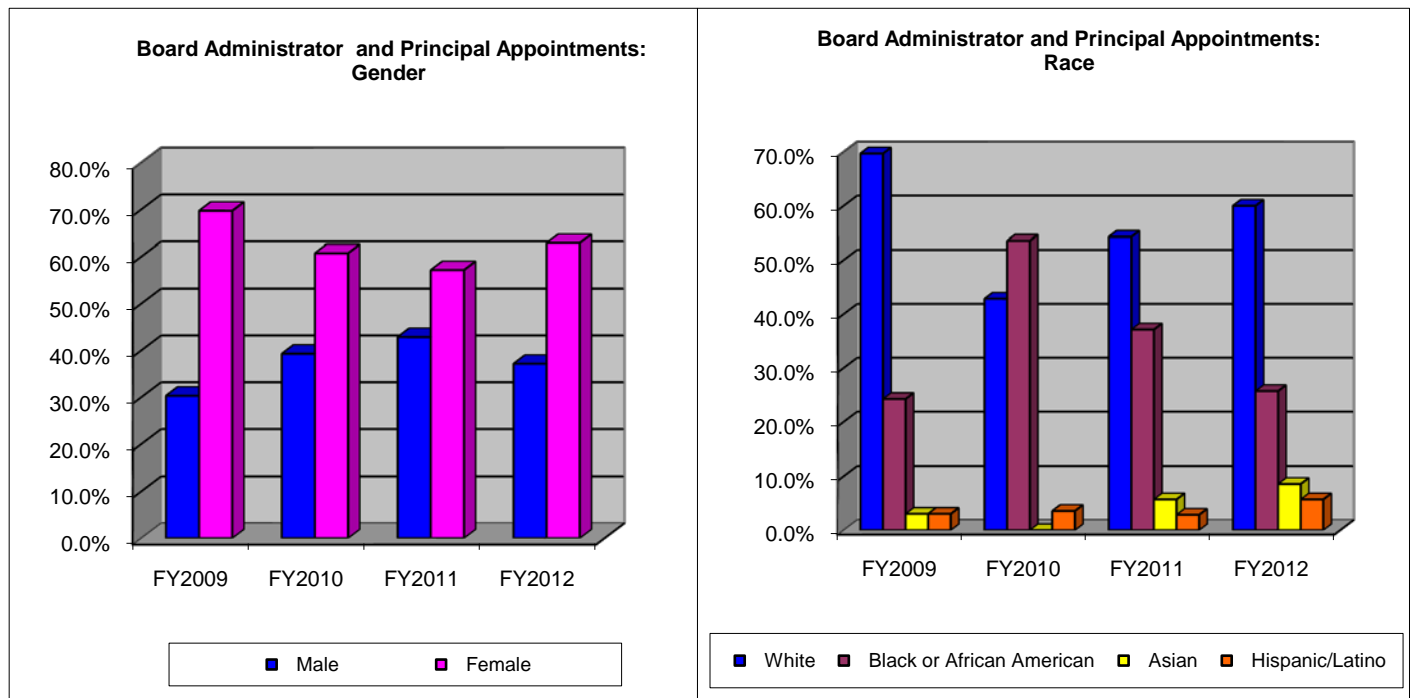


Administrators and Principals: Initial Appointments to Administrative Positions

	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
BOARD APPOINTMENTS								
External Candidates	2	6.1%	2	7.1%	3	8.6%	5	14.3%
Internal Candidates	31	93.9%	26	92.9%	32	91.4%	30	85.7%
TOTAL	33	100.0%	28	100.0%	35	100.0%	35	100.0%
GENDER								
Male	10	30.3%	11	39.3%	15	42.9%	13	37.1%
Female	23	69.7%	17	60.7%	20	57.1%	22	62.9%
TOTAL	33	100.0%	28	100.0%	35	100.0%	35	100.0%
RACE								
White	23	69.7%	12	42.9%	19	54.3%	21	60.0%
Black or African American	8	24.2%	15	53.6%	13	37.1%	9	25.7%
Asian	1	3.0%	0	0.0%	2	5.7%	3	8.6%
Hispanic/Latino	1	3.0%	1	3.6%	1	2.9%	2	5.7%
TOTAL	33	100.0%	28	100.0%	35	100.0%	35	100.0%

1. Data reflects the number of permanent employees by head count.

2. Data reflects employees who were hired or promoted into an A&S position for the first time.



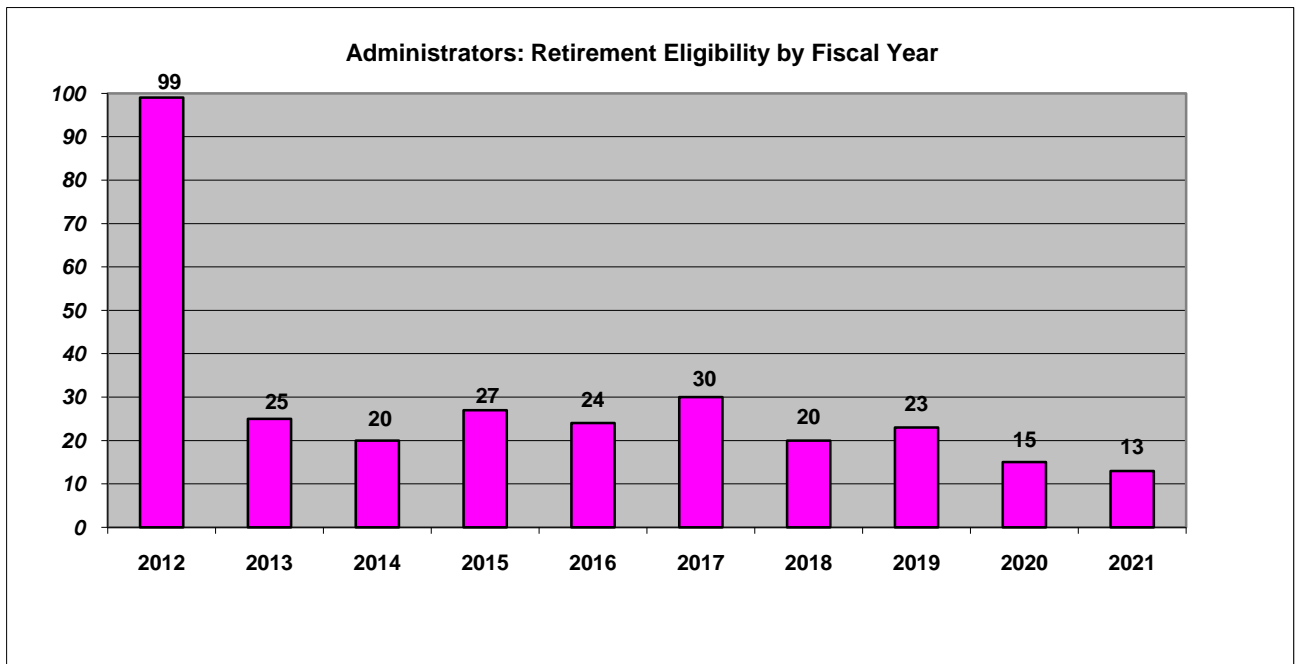
Administrators: Retirement Eligibility

Fiscal Year	Administrators Eligible By Fiscal Year	Percent of Total
2012	99	14.0%
2013	25	3.5%
2014	20	2.8%
2015	27	3.8%
2016	24	3.4%
2017	30	4.2%
2018	20	2.8%
2019	23	3.2%
2020	15	2.1%
2021	13	1.8%
Eligible within 10 years	296	41.8%
Total Administrators	708	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



Administrators - School-Based: Retirement Eligibility

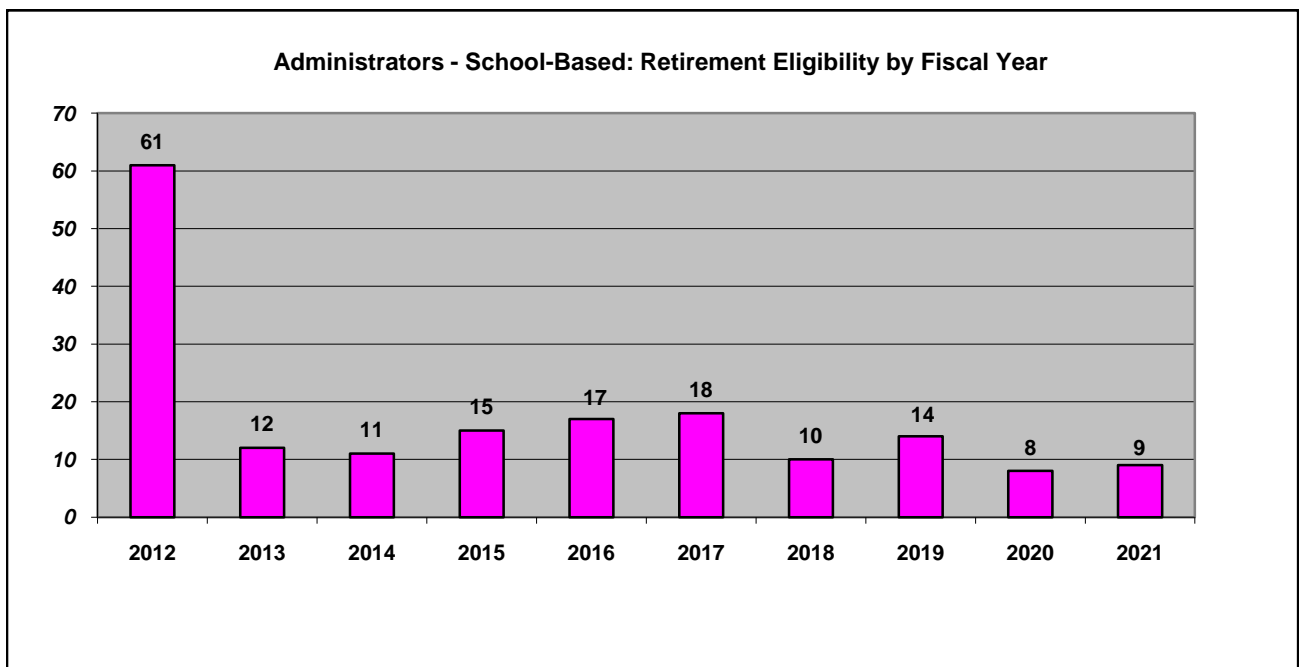
Fiscal Year	School-Based Administrators Eligible By Fiscal Year	Percent of Total
2012	61	12.2%
2013	12	2.4%
2014	11	2.2%
2015	15	3.0%
2016	17	3.4%
2017	18	3.6%
2018	10	2.0%
2019	14	2.8%
2020	8	1.6%
2021	9	1.8%
Eligible within 10 years	175	35.1%
Total School-Based Administrators	498	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.

4. School-Based Administrators include Principals, Assistant Principals, and Assistant School Administrators.



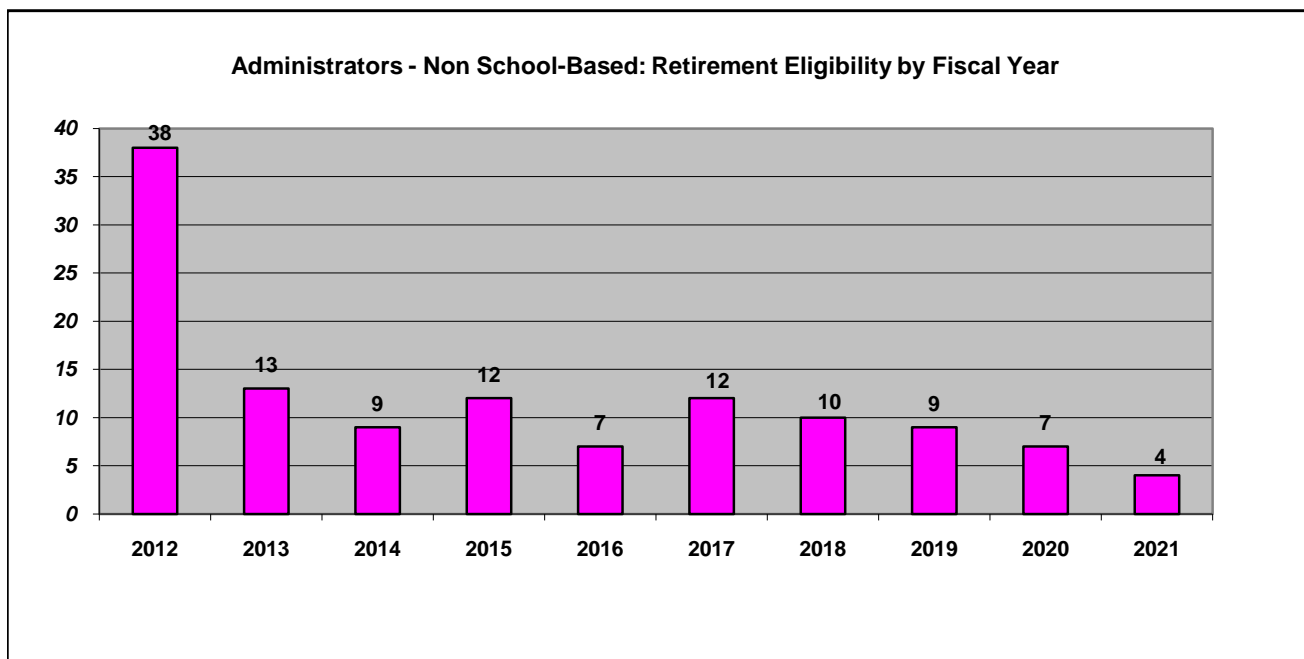
Administrators - Non School-Based: Retirement Eligibility

Fiscal Year	Non School-Based Administrators Eligible By Fiscal Year	Percent of Total
2012	38	18.1%
2013	13	6.2%
2014	9	4.3%
2015	12	5.7%
2016	7	3.3%
2017	12	5.7%
2018	10	4.8%
2019	9	4.3%
2020	7	3.3%
2021	4	1.9%
Eligible within 10 years	121	57.6%
Total Non School-Based Administrators	210	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement plan members is not included in the above chart.



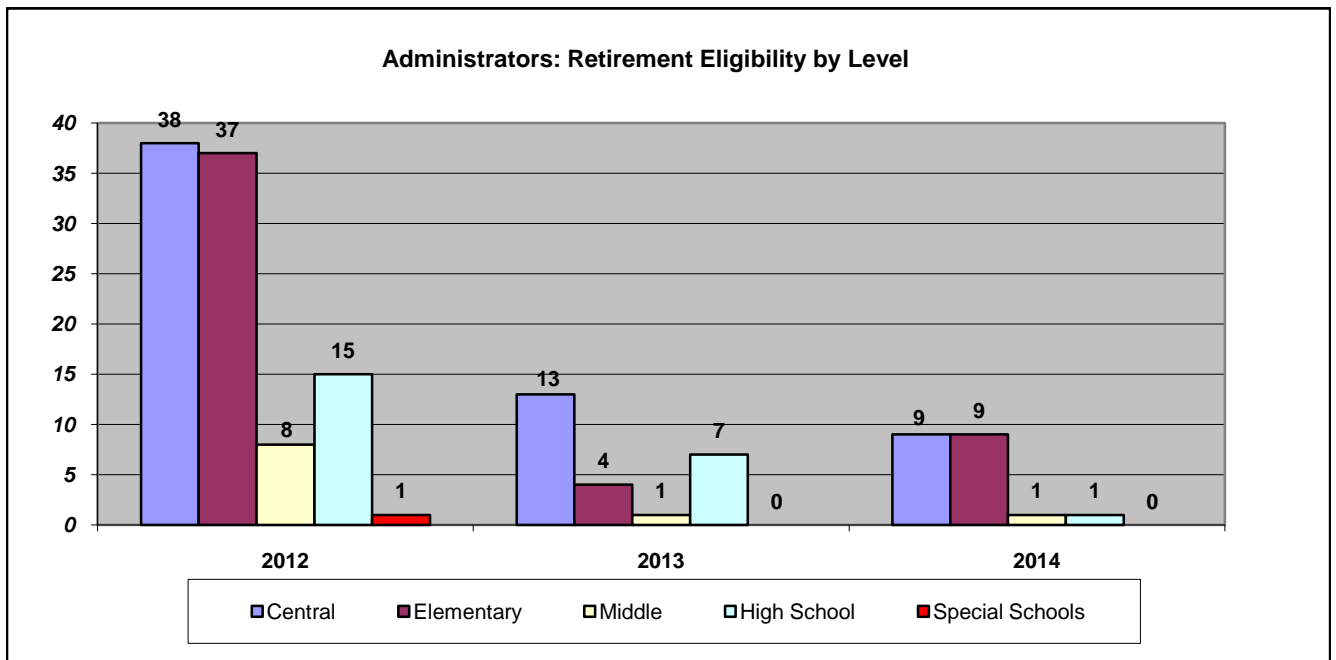
Administrators: Retirement Eligibility by Level

Level	Total Administrators	Percent of Total	Eligible in FY 2012	Eligible in FY 2013	Eligible in FY 2014	Eligible Within 3 Years	Percent Eligible Within 3 Years
Central	210	29.7%	38	13	9	60	28.6%
Elementary	247	34.9%	37	4	9	50	20.2%
Middle	126	17.8%	8	1	1	10	7.9%
High School	118	16.7%	15	7	1	23	19.5%
Special Schools	7	1.0%	1	0	0	1	14.3%
Total Administrators	708	100.0%	99	25	20	144	20.3%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



**Montgomery County Association of Administrators and Principals (MCAAP) –
Principals:**

Demographic Profile
Years of Experience as MCPS Principal
Total Years of Experience
Certification Type
Turnover
New Principal Demographic Profile
Retirement Eligibility
Retirement Eligibility by Level

Principals: Demographic Profile

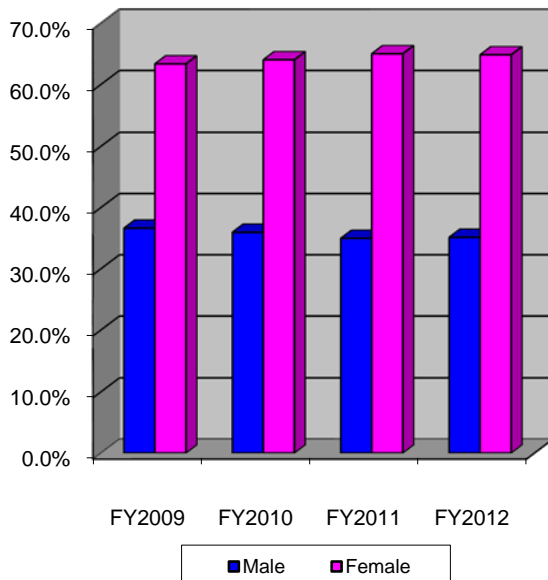
	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	74	36.6%	73	36.0%	71	35.0%	71	35.1%
Female	128	63.4%	130	64.0%	132	65.0%	131	64.9%
TOTAL	202	100.0%	203	100.0%	203	100.0%	202	100.0%
RACE								
White	128	63.4%	127	62.6%	125	61.6%	121	59.9%
Black or African American	61	30.2%	63	31.0%	67	33.0%	68	33.7%
Asian	5	2.5%	5	2.5%	6	3.0%	6	3.0%
American Indian or Alaskan Native	1	0.5%	1	0.5%	1	0.5%	1	0.5%
Hispanic/Latino	7	3.5%	7	3.4%	4	2.0%	6	3.0%
Native Hawaiian or Pacific Islander *							0	0.0%
Two or More *							0	0.0%
TOTAL	202	100.0%	203	100.0%	203	100.0%	202	100.0%
AGE								
20 - 29 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	48	23.8%	43	21.2%	50	24.6%	58	28.7%
40 - 49 years	46	22.8%	54	26.6%	57	28.1%	56	27.7%
50 - 59 years	77	38.1%	69	34.0%	64	31.5%	61	30.2%
60+ years	31	15.3%	37	18.2%	32	15.8%	27	13.4%
TOTAL	202	100.0%	203	100.0%	203	100.0%	202	100.0%

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included. Data includes principals on special assignment.

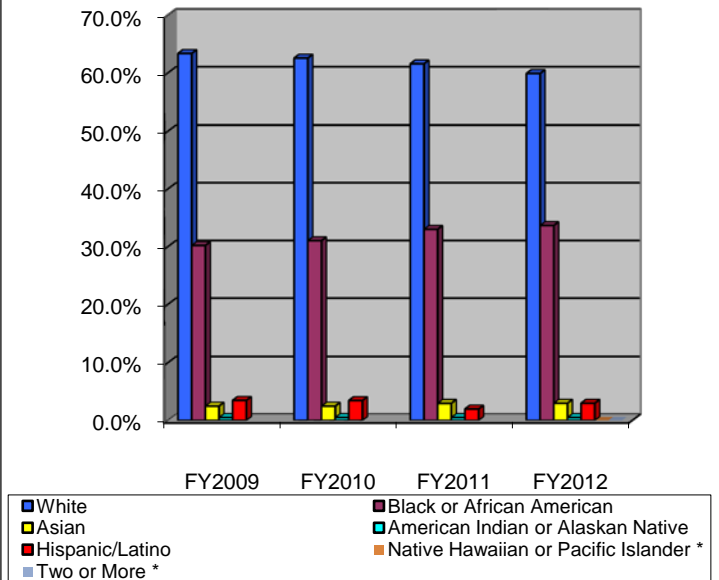
2. Data was captured on October 15

3. *Data tracked starting FY2012

Principals: Gender



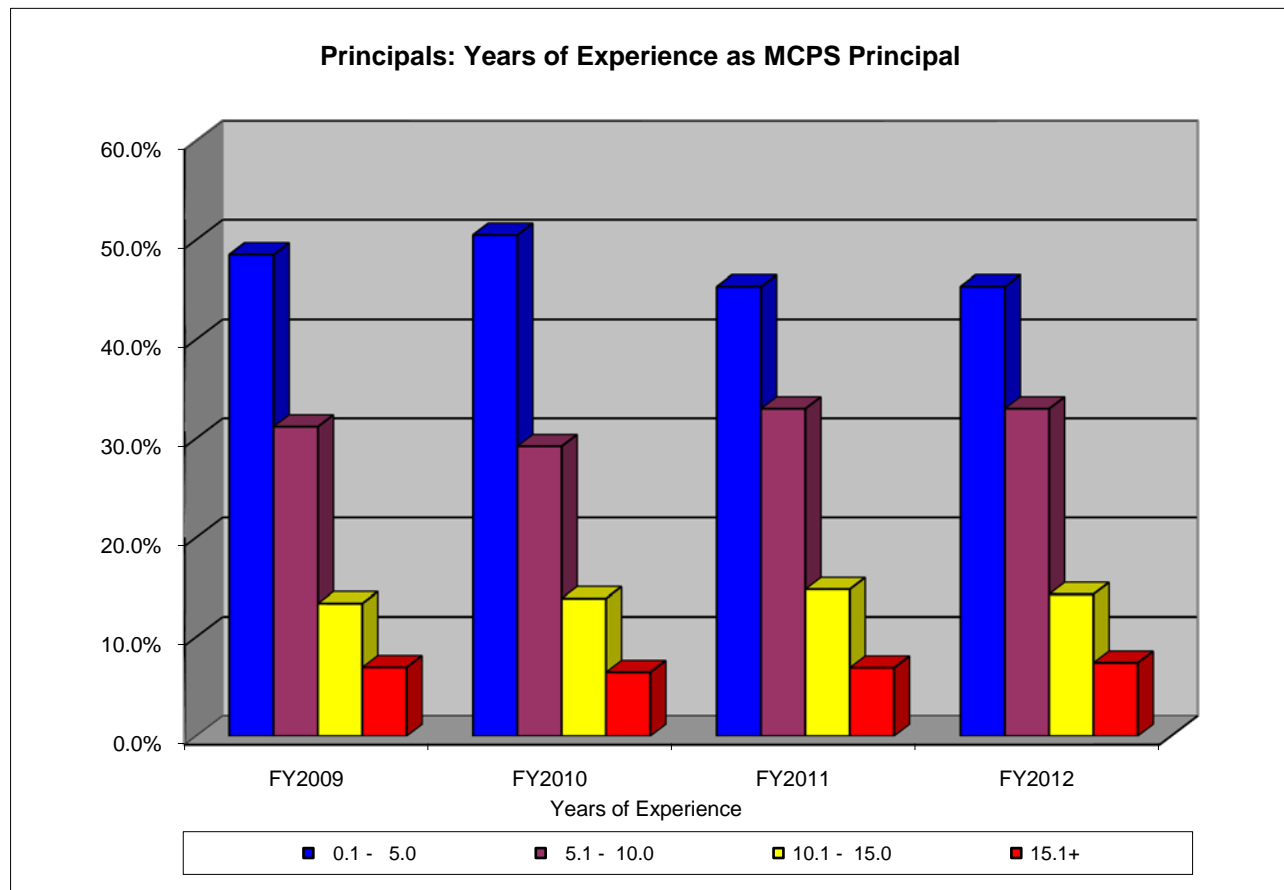
Principals: Race



Principals: Years of Experience as MCPS Principal

Years of Experience	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	102	50.5%	92	45.3%	92	45.3%	98	48.5%
5.1 - 10.0	59	29.2%	67	33.0%	67	33.0%	63	31.2%
10.1 - 15.0	28	13.9%	30	14.8%	29	14.3%	27	13.4%
15.1+	13	6.4%	14	6.9%	15	7.4%	14	6.9%
TOTAL	202	100.0%	203	100.0%	203	100.0%	202	100.0%

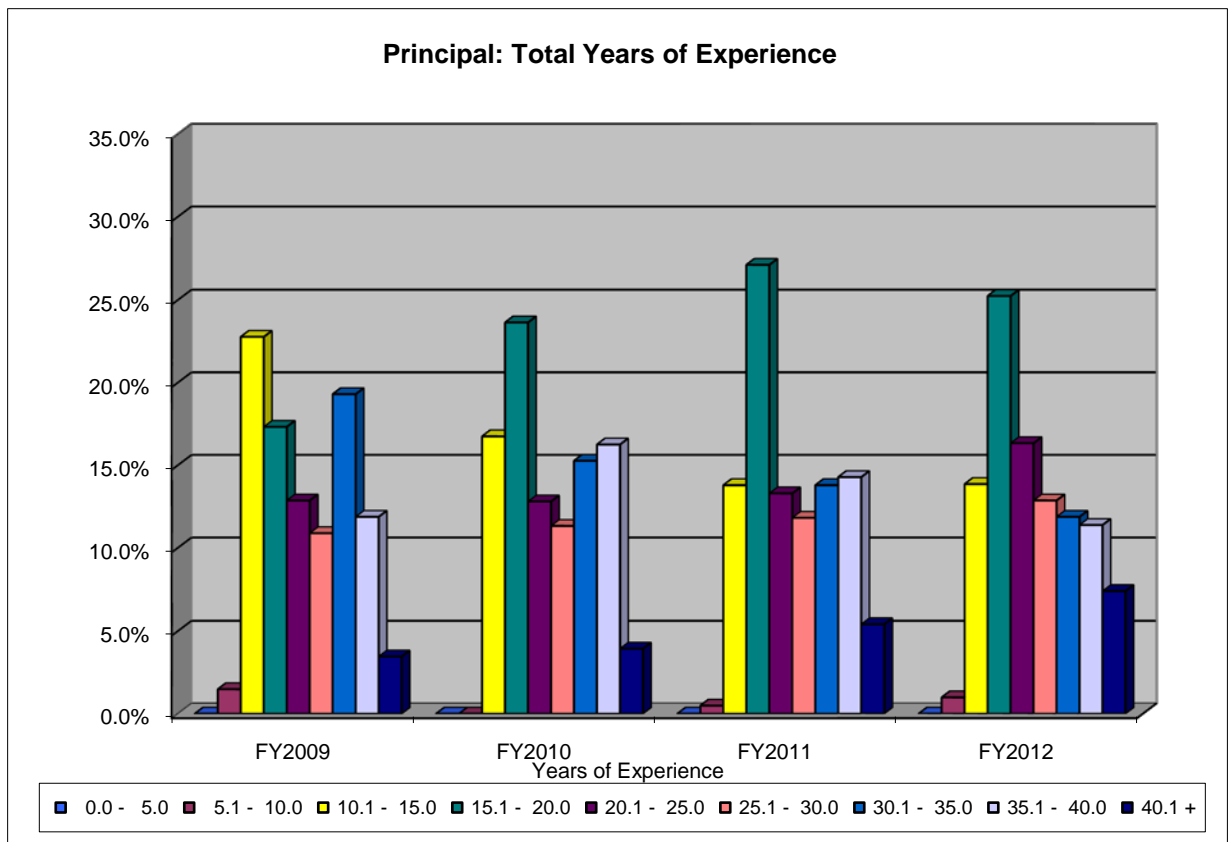
1. Data reflects years worked in MCPS as a principal.



Principals: Total Years of Experience

Years of Experience	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.0 - 5.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
5.1 - 10.0	3	1.5%	0	0.0%	1	0.5%	2	1.0%
10.1 - 15.0	46	22.8%	34	16.7%	28	13.8%	28	13.9%
15.1 - 20.0	35	17.3%	48	23.6%	55	27.1%	51	25.2%
20.1 - 25.0	26	12.9%	26	12.8%	27	13.3%	33	16.3%
25.1 - 30.0	22	10.9%	23	11.3%	24	11.8%	26	12.9%
30.1 - 35.0	39	19.3%	31	15.3%	28	13.8%	24	11.9%
35.1 - 40.0	24	11.9%	33	16.3%	29	14.3%	23	11.4%
40.1 +	7	3.5%	8	3.9%	11	5.4%	15	7.4%
TOTAL	202	100.0%	203	100.0%	203	100.0%	202	100.0%

1. Data reflects years worked as an administrator or professional within MCPS or other agency.
Distinct years of experience for either an administrator or a professional are not available.

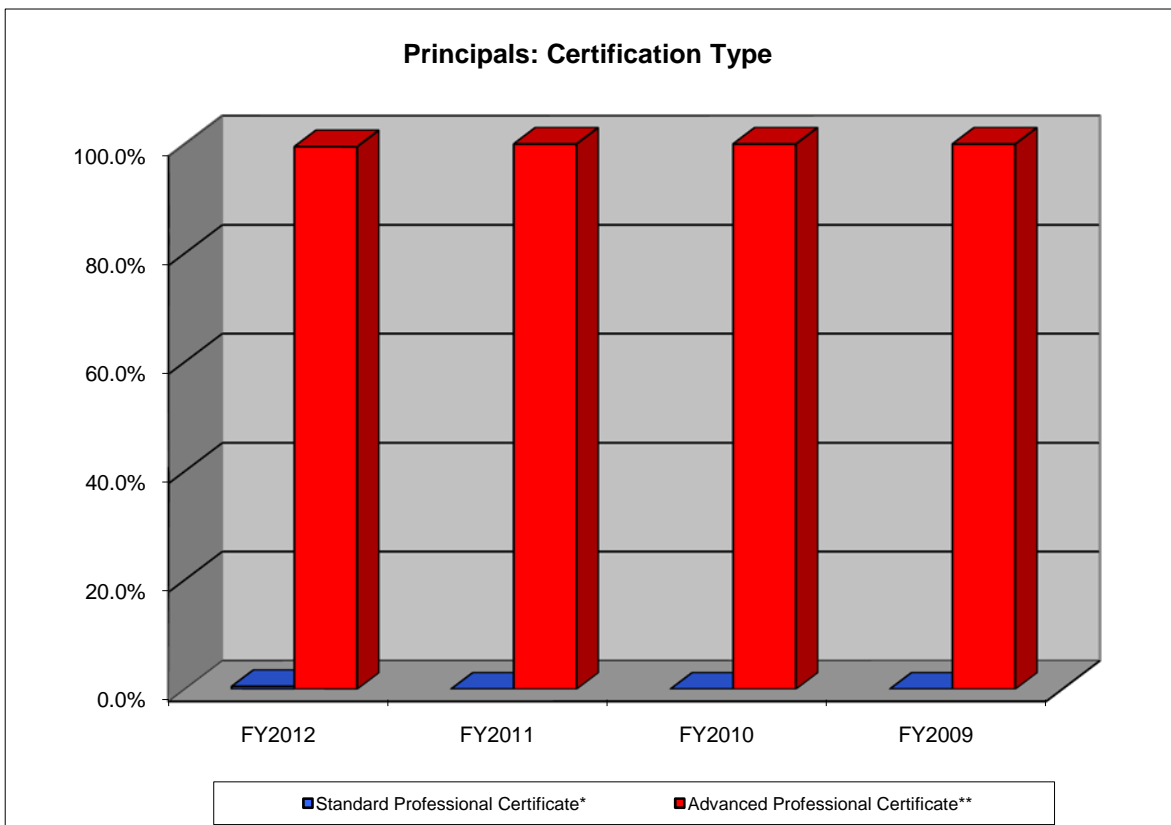


Principals: Certification Type

Fiscal Year	Number of Principals	Standard Professional Certificate*		Advanced Professional Certificate**	
		Number	Percent	Number	Percent
FY2012	202	0	0.0%	202	100.0%
FY2011	203	0	0.0%	203	100.0%
FY2010	203	0	0.0%	203	100.0%
FY2009	202	1	0.5%	201	99.5%

* The Standard Professional Certificate is a professional certificate in the State of Maryland.

**The Advanced Professional Certificate is the highest professional certificate in the State of Maryland.

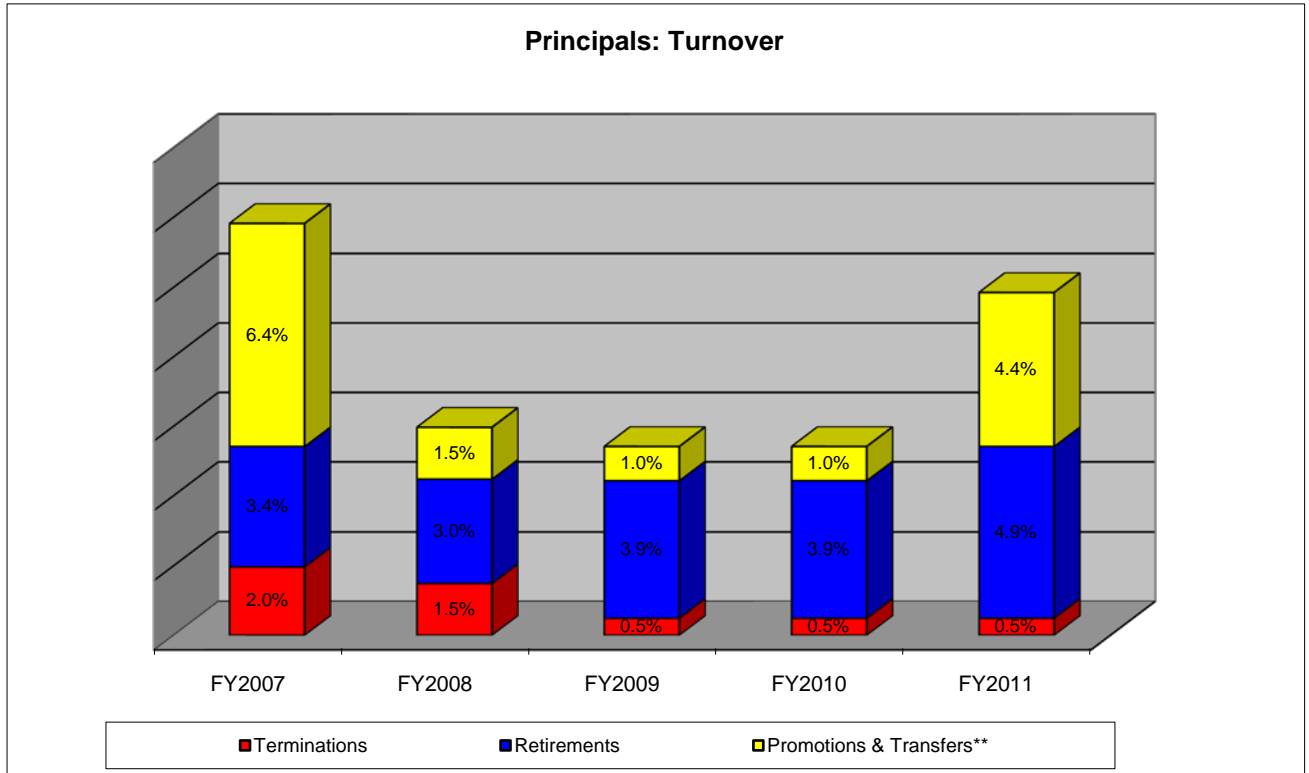


Principals: Turnover

Fiscal Year	Number of Principals*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2011	203	1	0.5%	10	4.9%	9	4.4%	20	9.9%
FY2010	203	1	0.5%	8	3.9%	2	1.0%	11	5.4%
FY2009	203	1	0.5%	8	3.9%	2	1.0%	11	5.4%
FY2008	201	3	1.5%	6	3.0%	3	1.5%	12	6.0%
FY2007	203	4	2.0%	7	3.4%	13	6.4%	24	11.8%

* Total number of principals is based upon a snapshot taken in the fall of each fiscal year.

** Promotion is defined to be a principal moving to a higher graded non-principal position. A principal moving from one school to another is not counted as a promotion. Transfer is defined to be a principal no longer in a principal position.



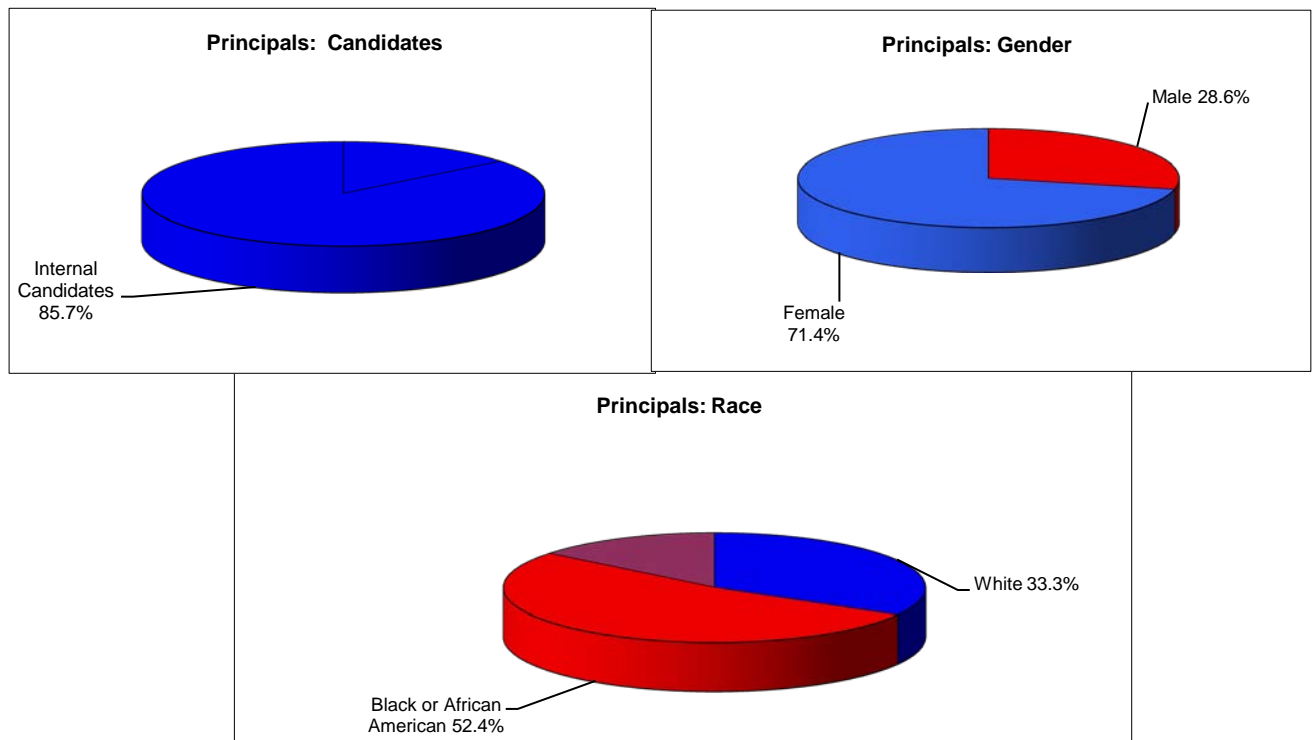
Principals: New Principal Demographic Profile

FY2012					
	Elementary School	Middle School	High School	Total	
				Number	Percent
<u>PRINCIPAL NEW HIRES & PROMOTIONS</u>					
External Candidates	2	1	0	3	14.3%
Internal Candidates	10	5	3	18	85.7%
TOTAL: External & Internal Candidates	12	6	3	21	100.0%
<u>GENDER</u>					
Male	4	1	1	6	28.6%
Female	8	5	2	15	71.4%
TOTAL	12	6	3	21	100.0%
<u>RACE</u>					
White	5	1	1	7	33.3%
Black or African American	6	4	1	11	52.4%
Asian	0	0	0	0	0.0%
Hispanic/Latino	1	1	1	3	14.3%
TOTAL	12	6	3	21	100.0%

1. Data reflects the number of permanent employees by head count. Employees in an acting position are not included.

2. Data as of October 15, 2011.

3. All 3 External Candidates in 2012 were returning MCPS employees.



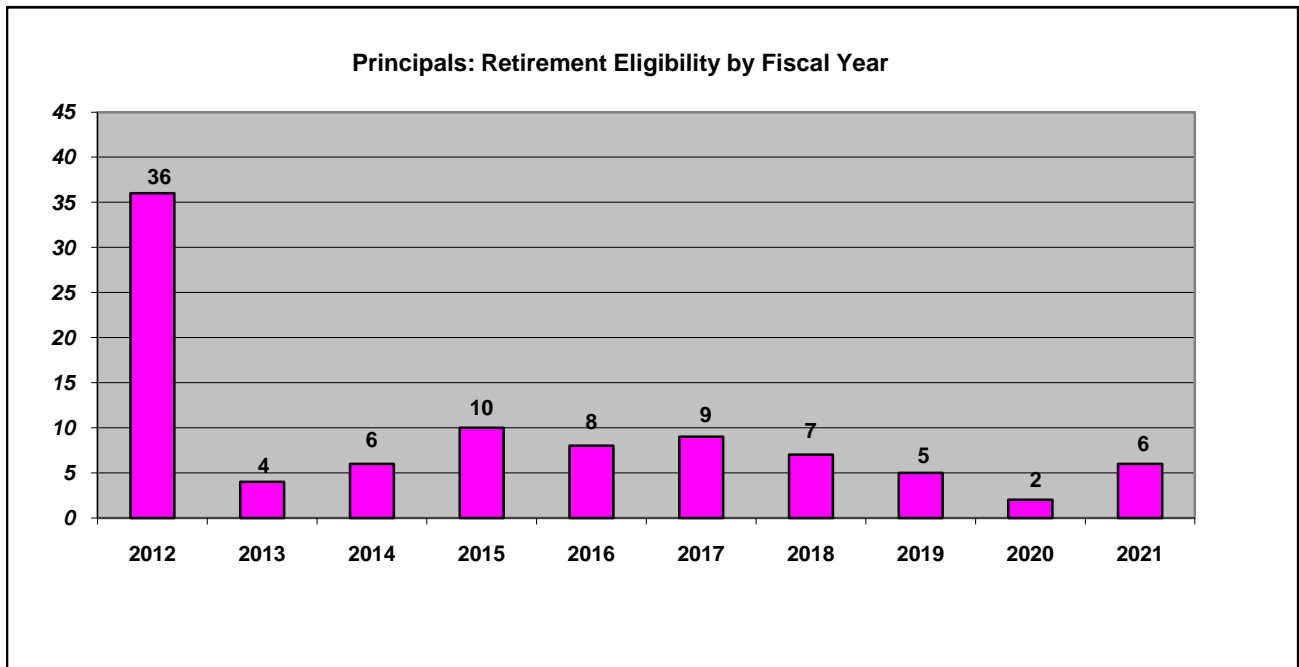
Principals: Retirement Eligibility

Fiscal Year	Principals Eligible By Fiscal Year	Percent of Total
2012	36	18.1%
2013	4	2.0%
2014	6	3.0%
2015	10	5.0%
2016	8	4.0%
2017	9	4.5%
2018	7	3.5%
2019	5	2.5%
2020	2	1.0%
2021	6	3.0%
Eligible within 10 years	93	46.7%
Total Principals	199	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



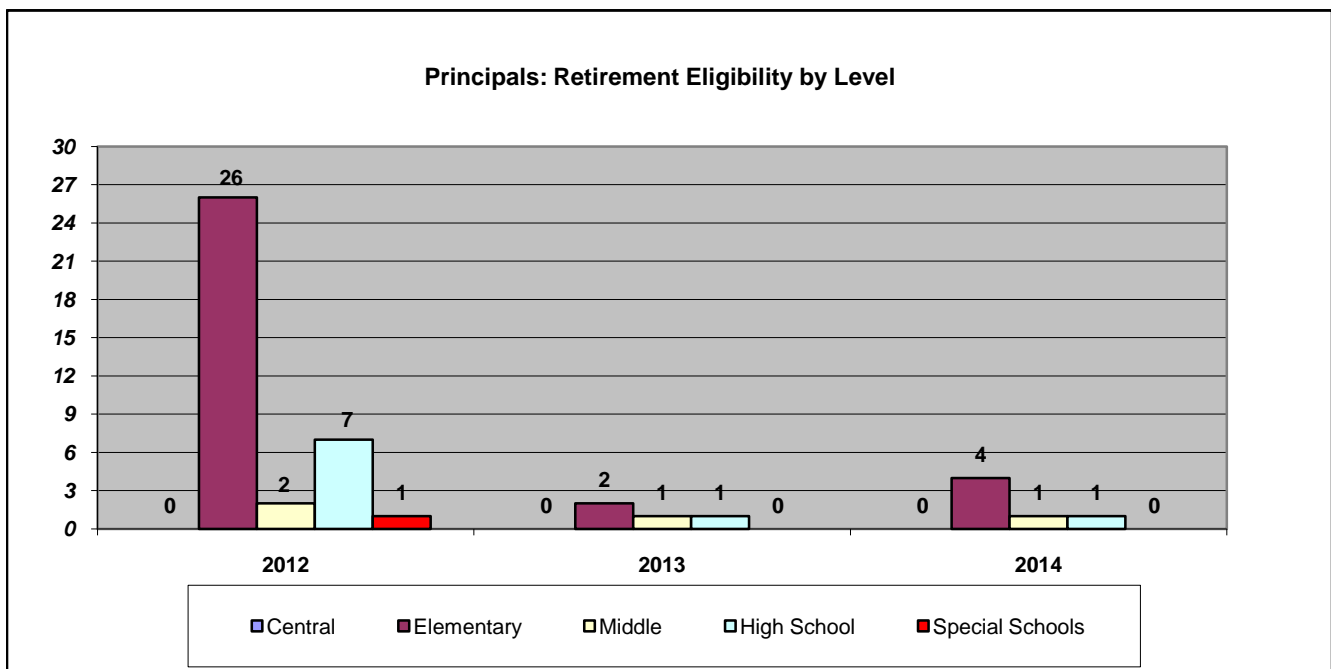
Principals: Retirement Eligibility by Level

Level	Total Principals	Percent of Total	Eligible in FY 2012	Eligible in FY 2013	Eligible in FY 2014	Eligible Within 3 Years	Percent Eligible Within 3 Years
Central	0	0.0%	0	0	0	0	0.0%
Elementary	131	65.8%	26	2	4	32	24.4%
Middle	38	19.1%	2	1	1	4	10.5%
High School	27	13.6%	7	1	1	9	33.3%
Special Schools	3	1.5%	1	0	0	1	33.3%
Total Principals	199	100.0%	36	4	6	46	23.1%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



**Montgomery County Association of Administrators and Principals (MCAAP) –
Assistant Principals:**

Demographic Profile
Certification Type
Turnover
New Assistant Principal Demographic Profile
Retirement Eligibility
Retirement Eligibility by Level

Assistant Principals: Demographic Profile

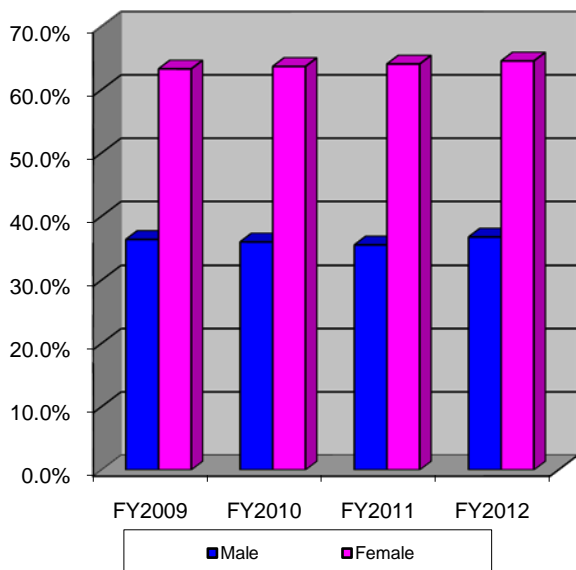
	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	93	36.3%	92	35.9%	89	35.5%	94	36.7%
Female	163	63.7%	164	64.1%	162	64.5%	162	63.3%
TOTAL	256	100.0%	256	100.0%	251	100.0%	256	100.0%
RACE								
White	130	50.8%	129	50.4%	121	48.2%	126	49.2%
Black or African American	113	44.1%	114	44.5%	116	46.2%	110	43.0%
Asian	5	2.0%	5	2.0%	5	2.0%	6	2.3%
American Indian or Alaska Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino	8	3.1%	8	3.1%	9	3.6%	8	3.1%
Native Hawaiian or Pacific Islander *							0	0.0%
Two or More *							6	2.3%
TOTAL	256	100.0%	256	100.0%	251	100.0%	256	97.7%
AGE								
20 - 29 years	3	1.2%	3	1.2%	3	1.2%	7	2.7%
30 - 39 years	112	43.8%	110	43.8%	99	38.7%	100	39.1%
40 - 49 years	58	22.7%	68	27.1%	71	27.7%	79	30.9%
50 - 59 years	67	26.2%	58	23.1%	59	23.0%	55	21.5%
60+ years	16	6.3%	17	6.8%	19	7.4%	15	5.9%
TOTAL	256	100.0%	256	102.0%	251	98.0%	256	100.0%

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

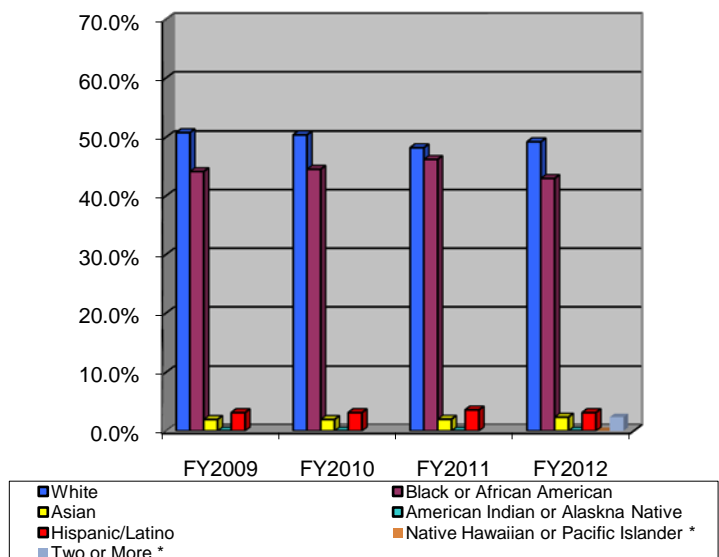
2. Data was captured on October 15.

3. * Data tracked starting FY2012

Assistant Principals: Gender



Assistant Principals: Race

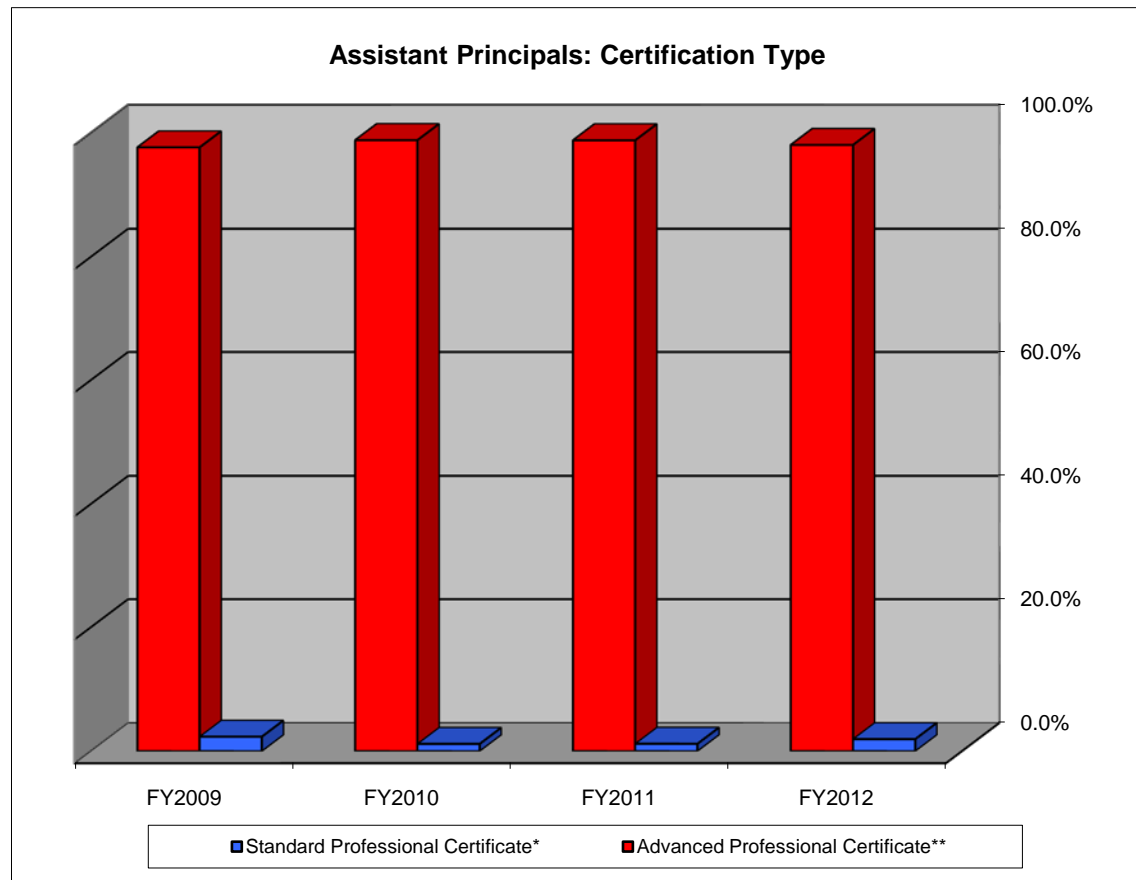


Assistant Principals: Certification Type

Fiscal Year	Number of Assistant Principals	Standard Professional Certificate*		Advanced Professional Certificate**	
		Number	Percent	Number	Percent
FY2012	256	5	2.0%	251	98.0%
FY2011	251	3	1.2%	248	98.8%
FY2010	256	3	1.2%	253	98.8%
FY2009	256	6	2.3%	250	97.7%

* The Standard Professional Certificate is a professional certificate in the State of Maryland.

**The Advanced Professional Certificate is the highest professional certificate in the State of Maryland.

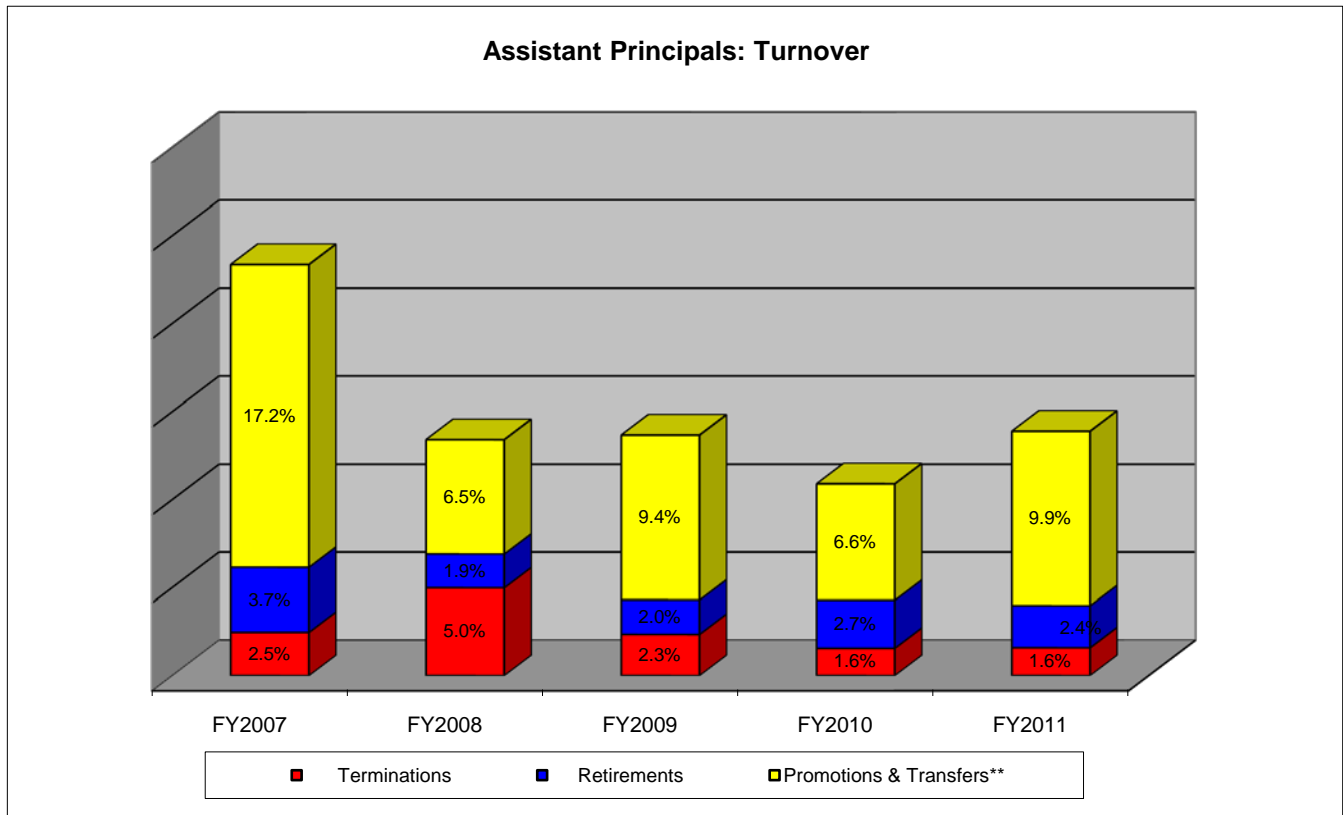


Assistant Principals: Turnover

Fiscal Year	Number of Assistant Principals*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2011	252	4	1.6%	6	2.4%	25	9.9%	35	13.9%
FY2010	257	4	1.6%	7	2.7%	17	6.6%	28	10.9%
FY2009	256	6	2.3%	5	2.0%	24	9.4%	35	13.7%
FY2008	261	13	5.0%	5	1.9%	17	6.5%	35	13.4%
FY2007	244	6	2.5%	9	3.7%	42	17.2%	57	23.4%

* Total number of assistant principals is based upon a snapshot taken in the fall of each fiscal year.

** Promotion is defined as an assistant principal moving to a higher graded non-assistant principal position. An assistant principal moving from one school to another is not counted as a promotion. Transfer is defined to be an assistant principal no longer in an assistant principal position.



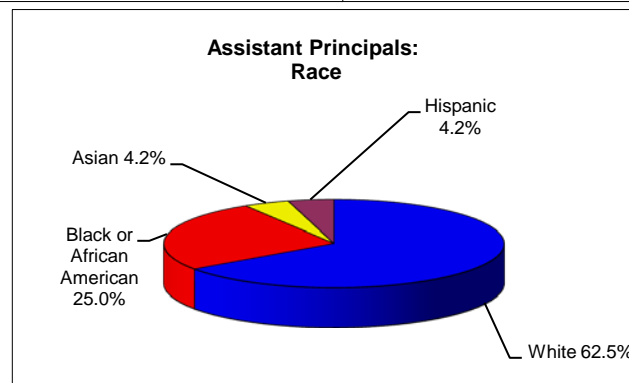
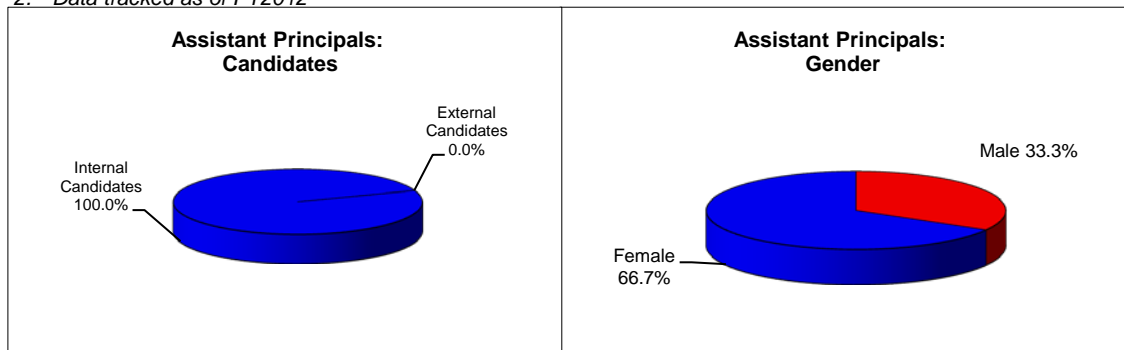
Assistant Principals:

New Assistant Principal Demographic Profile

FY 2012		
	Number	Percent
<u>Assistant Principal New Hires & Promotions</u>		
External Candidates	0	0.0%
Internal Candidates	24	100.0%
TOTAL: External & Internal Candidates	24	100.0%
<u>GENDER</u>		
Male	8	33.3%
Female	16	66.7%
TOTAL	24	100.0%
<u>RACE</u>		
White	15	62.5%
Black or African American	6	25.0%
Asian	1	4.2%
Hispanic	1	4.2%
Two or More *	1	4.2%
TOTAL	24	100.0%

1. Data reflects the number of permanent employees by head count. Employees in an acting position are not included.

2. * Data tracked as of FY2012



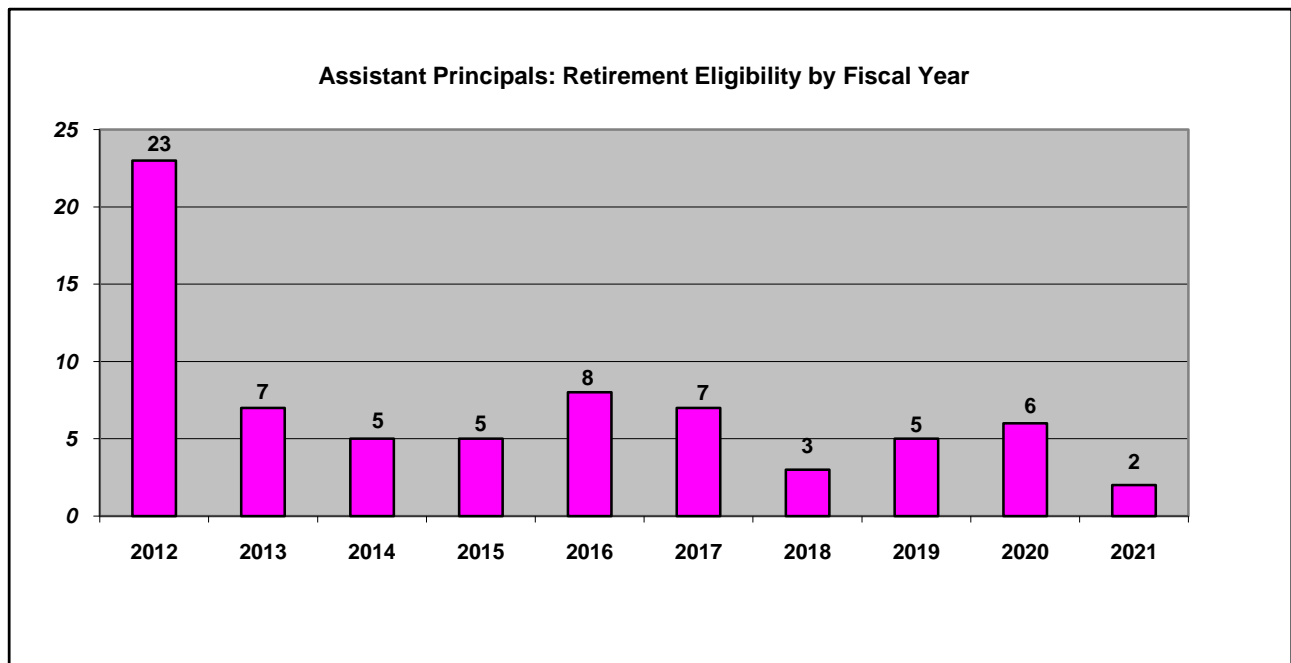
Assistant Principals: Retirement Eligibility

Fiscal Year	Assistant Principals Eligible By Fiscal Year	Percent of Total
2012	23	9.0%
2013	7	2.7%
2014	5	2.0%
2015	5	2.0%
2016	8	3.1%
2017	7	2.7%
2018	3	1.2%
2019	5	2.0%
2020	6	2.3%
2021	2	0.8%
Eligible within 10 years	71	27.7%
Total Assisant Principals	256	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



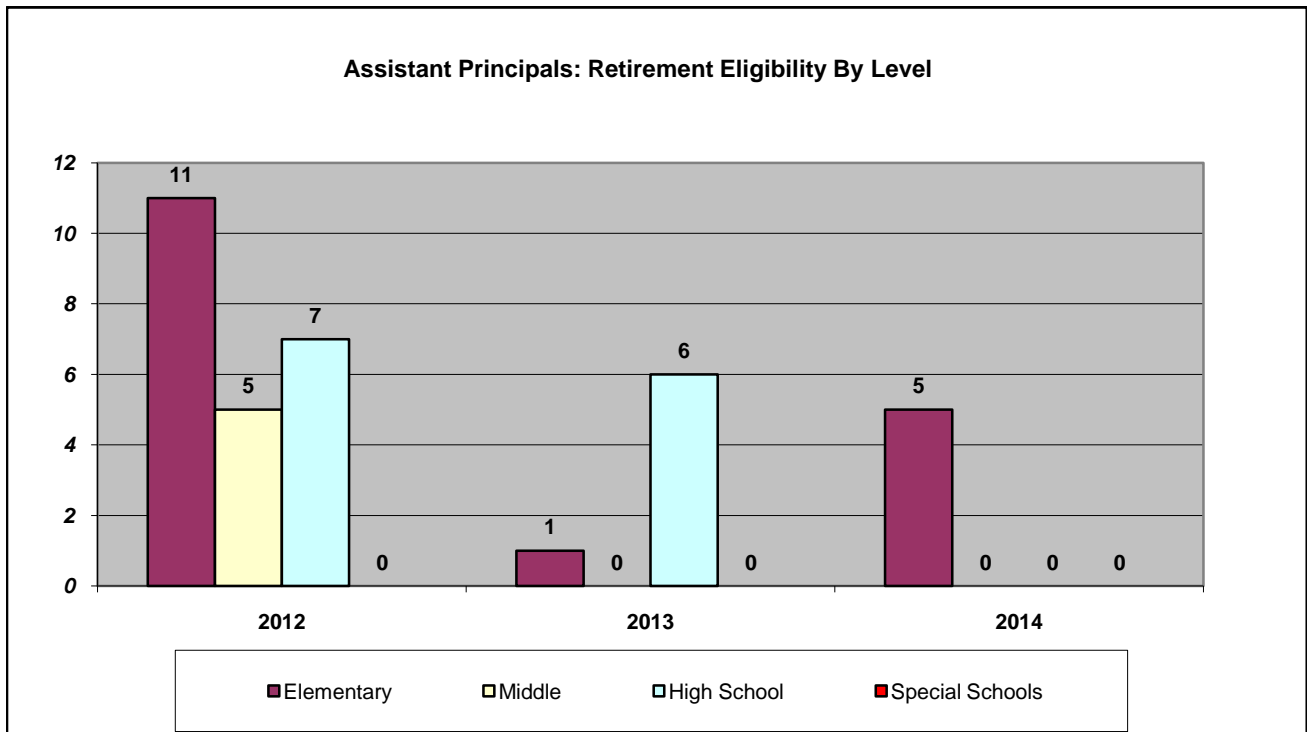
Assistant Principals: Retirement Eligibility by Level

Level	Total Assistant Principals	Percent of Total	Eligible in FY 2012	Eligible in FY 2013	Eligible in FY 2014	Eligible Within 3 Years	Percent Eligible Within 3 Years
Elementary	114	44.5%	11	1	5	17	14.9%
Middle	68	26.6%	5	0	0	5	7.4%
High School	72	28.1%	7	6	0	13	18.1%
Special Schools	2	0.8%	0	0	0	0	0.0%
Total Ass't Principals	256	100.0%	23	7	5	35	13.7%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



**Montgomery County Association of Administrators and Principals (MCAAP) –
Assistant School Administrators:**

Demographic Profile

Certification Type

New Assistant School Administrators Demographic Profile

Turnover

Retirement Eligibility

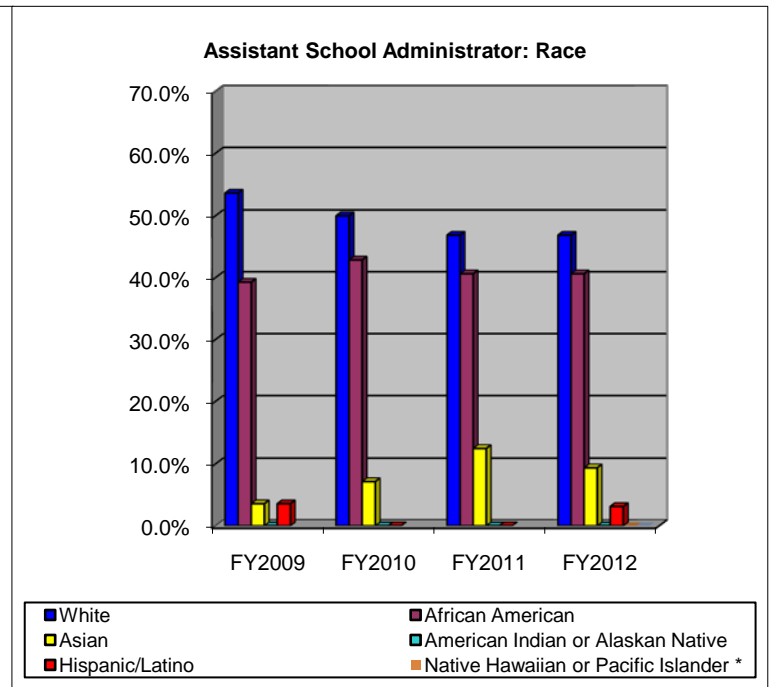
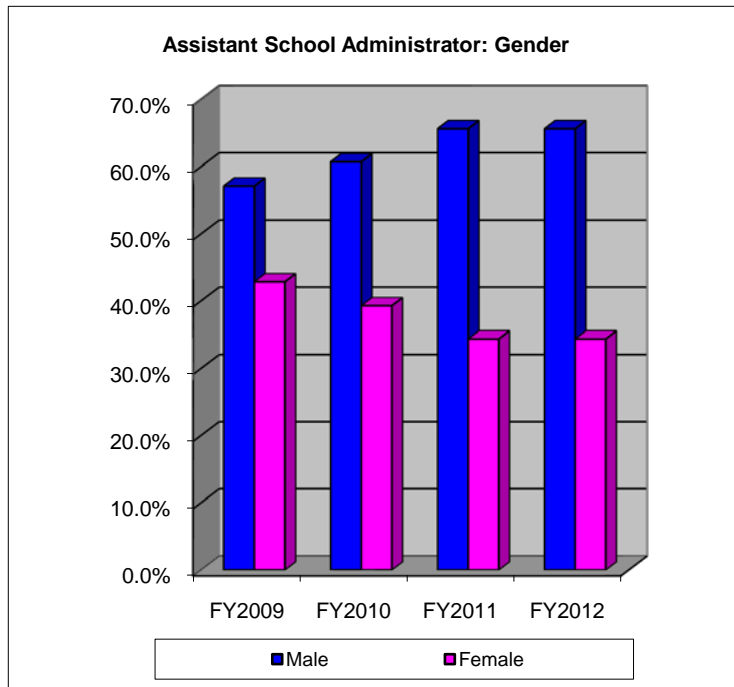
Assistant School Administrators: Demographic Profile

	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<u>GENDER</u>								
Male	16	57.1%	17	60.7%	21	65.6%	21	65.6%
Female	12	42.9%	11	39.3%	11	34.4%	11	34.4%
TOTAL	28	100.0%	28	100.0%	32	100.0%	32	100.0%
<u>RACE</u>								
White	15	53.6%	14	50.0%	15	46.9%	15	46.9%
African American	11	39.3%	12	42.9%	13	40.6%	13	40.6%
Asian	1	3.6%	2	7.1%	4	12.5%	3	9.4%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino	1	3.6%	0	0.0%	0	0.0%	1	3.1%
Native Hawaiian or Pacific Islander *							0	0.0%
Two or More *							0	0.0%
TOTAL	28	100.0%	28	100.0%	32	100.0%	32	100.0%
<u>AGE</u>								
20 - 29 years	2	7.1%	0	0.0%	3	9.4%	4	12.5%
30 - 39 years	15	53.6%	14	50.0%	13	40.6%	12	37.5%
40 - 49 years	8	28.6%	9	32.1%	8	25.0%	8	25.0%
50 - 59 years	3	10.7%	5	17.9%	6	18.8%	6	18.8%
60+ years	0	0.0%	0	0.0%	2	6.3%	2	6.3%
TOTAL	28	100.0%	28	100.0%	32	100.0%	32	100.0%

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

3. * Data tracked starting FY 2012.

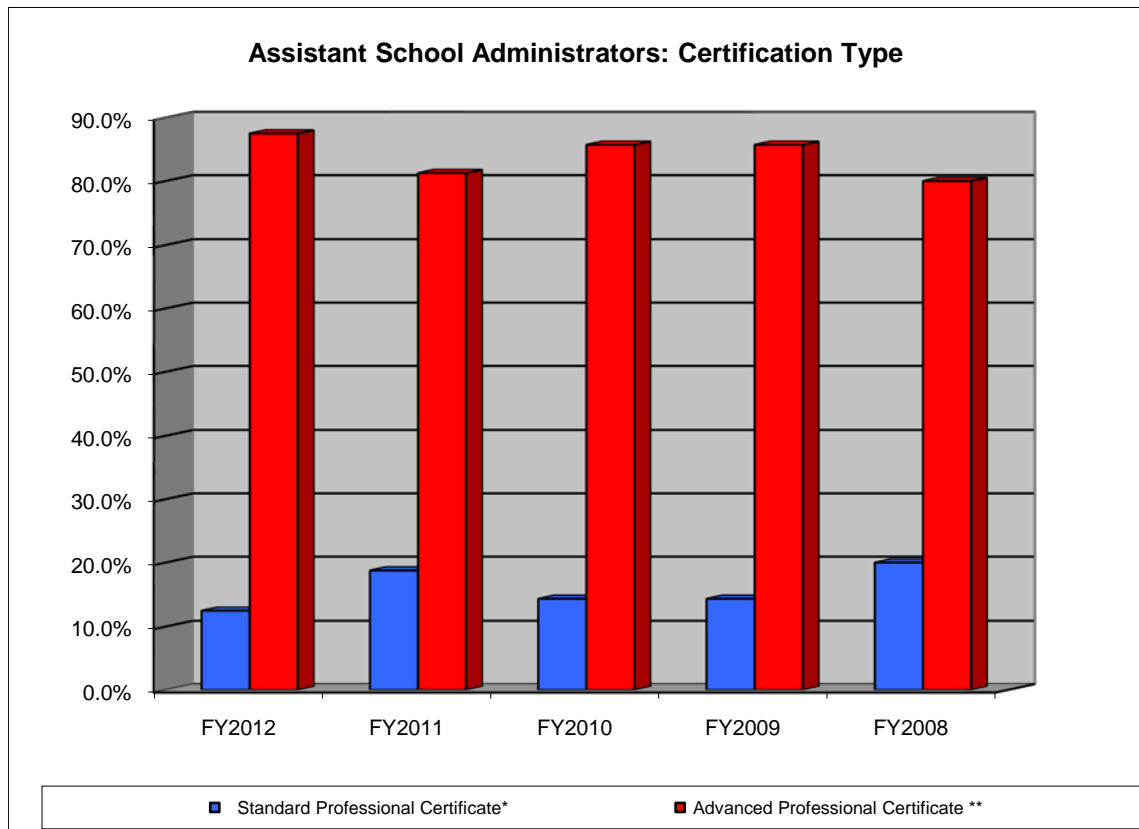


Assistant School Administrators: Certification Type

Fiscal Year	Number of Assistant School Administrators	Standard Professional Certificate*		Advanced Professional Certificate **	
		Number	Percent	Number	Percent
FY2012	32	4	12.5%	28	87.5%
FY2011	32	6	18.8%	26	81.3%
FY2010	28	4	14.3%	24	85.7%
FY2009	28	4	14.3%	24	85.7%
FY2008	35	7	20.0%	28	80.0%

* The Standard Professional Certificate is a professional certificate in the State of Maryland.

** The Advanced Professional Certificate is the highest professional certificate in the State of Maryland.



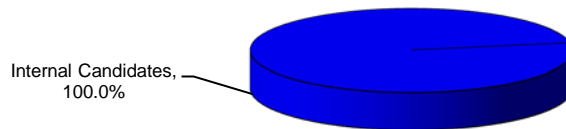
Assistant School Administrators: New Assistant School Administrators Demographic Profile

FY2012		
	Number	Percent
<u>Student Support Specialist New Hires & Promotions</u>		
External Candidates	0	0.0%
Internal Candidates	9	100.0%
TOTAL: External & Internal Candidates	9	100.0%
<u>GENDER</u>		
Male	5	55.6%
Female	4	44.4%
TOTAL	9	100.0%
<u>RACE</u>		
White	4	44.4%
Black or African American	4	44.4%
Hispanic/ Latino	1	11.1%
Asian	0	0.0%
Native Hawaiian or Pacific Islander **	0	0.0%
American Indian or Alaskan Native **	0	0.0%
TOTAL	9	100.0%

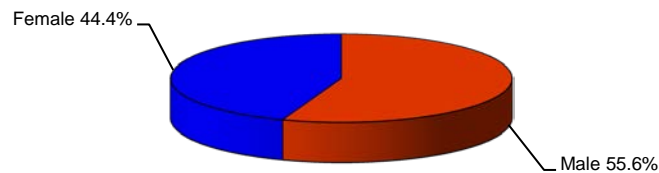
* Data as of October 15, 2011.

** Data tracked starting FY 2012

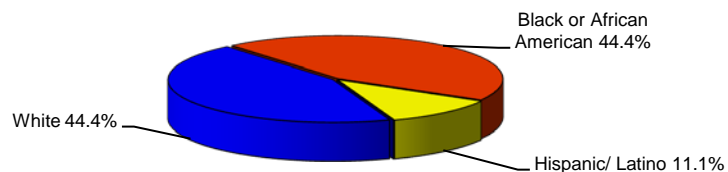
Assistant School Administrators: Candidates



Assistant School Administrators: Gender



Assistant School Administrators: Race

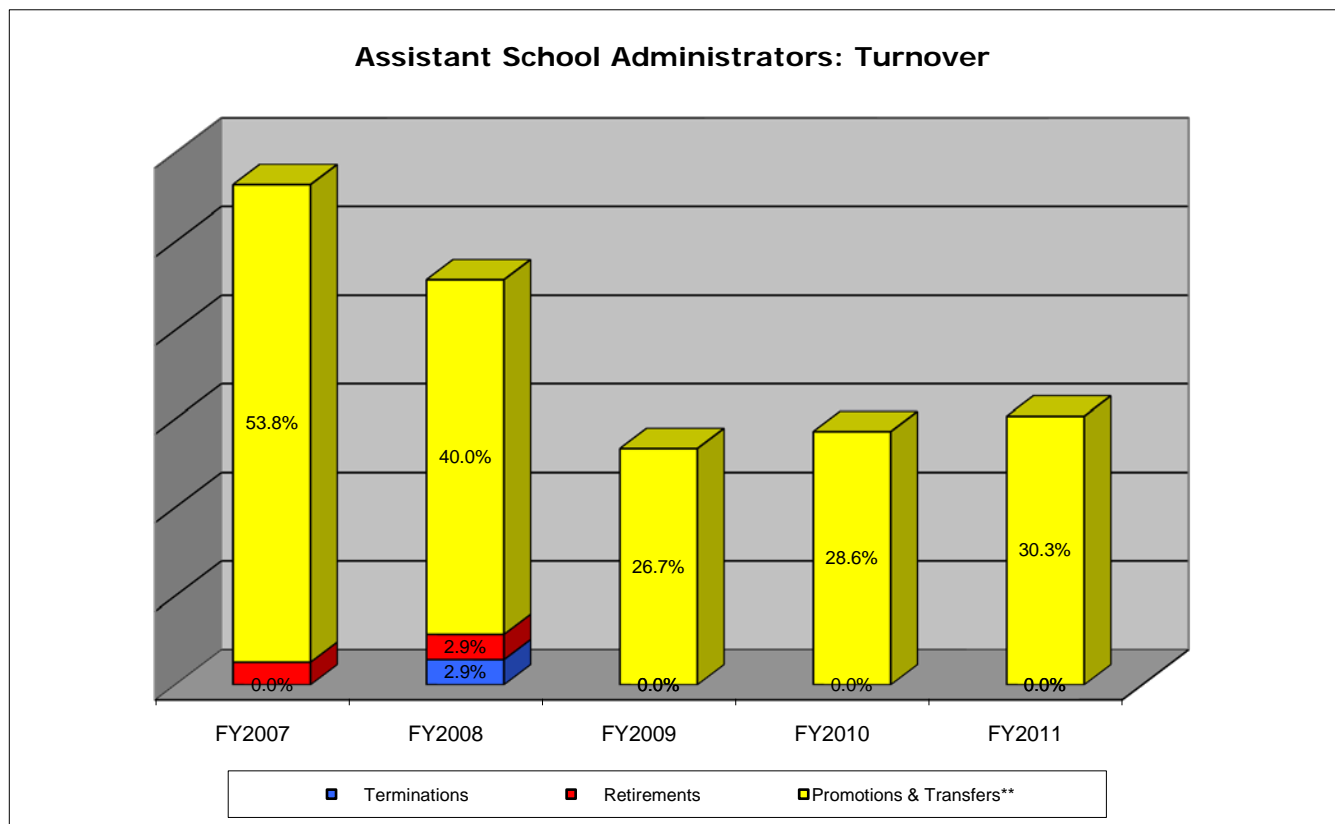


Assistant School Administrators: Turnover

Fiscal Year	Number of Assistant School Administrator*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2011	33	0	0.0%	0	0.0%	10	30.3%	10	30.3%
FY2010	28	0	0.0%	0	0.0%	8	28.6%	8	28.6%
FY2009	30	0	0.0%	0	0.0%	8	26.7%	8	26.7%
FY2008	35	1	2.9%	1	2.9%	14	40.0%	16	45.7%
FY2007	39	0	0.0%	1	2.6%	21	53.8%	22	56.4%

* Total number of assistant school administrators is based upon a snapshot taken in the fall of each fiscal year.

** Promotion is defined to be an assistant school administrator moving to a higher graded non-assistant school administrator position. An assistant school administrator moving from one school to another is not counted as a promotion. Transfer is defined to be an assistant school administrator no longer in an assistant school administrator position.



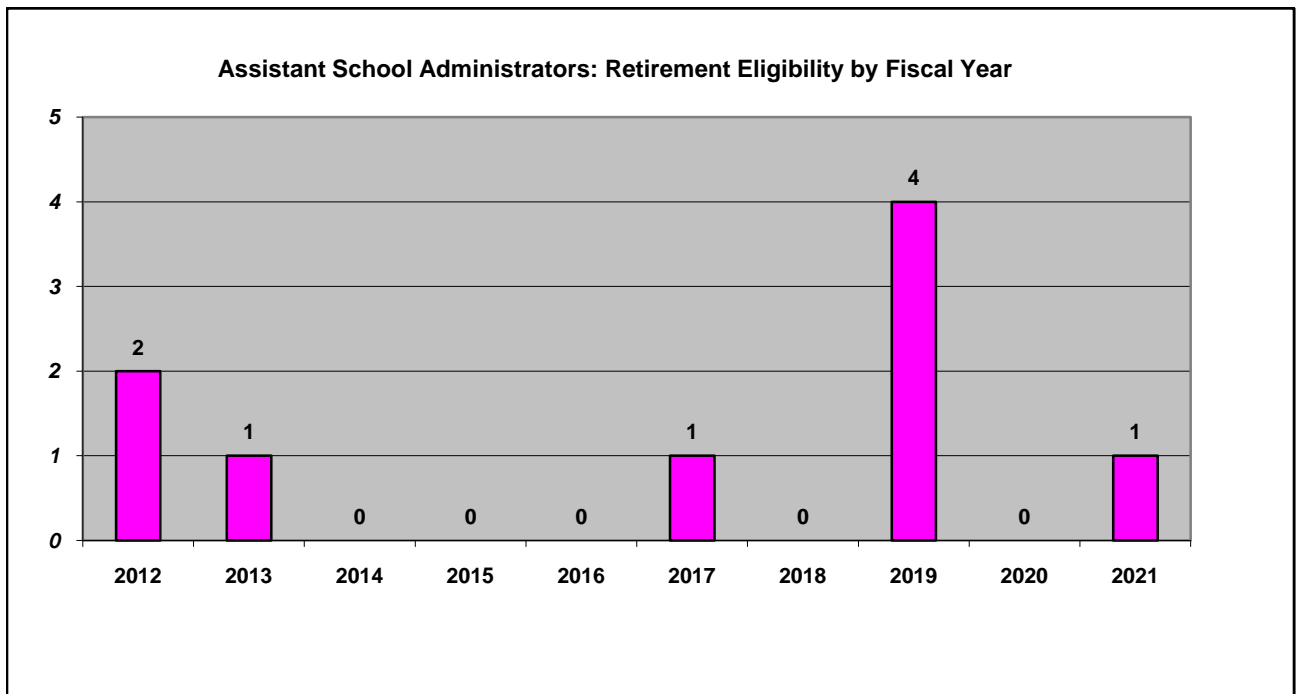
Assistant School Administrators: Retirement Eligibility

Fiscal Year	Assistant School Administrators Eligible By Fiscal Year	Percent of Total
2012	2	6.3%
2013	1	3.1%
2014	0	0.0%
2015	0	0.0%
2016	0	0.0%
2017	1	3.1%
2018	0	0.0%
2019	4	12.5%
2020	0	0.0%
2021	1	3.1%
Eligible within 10 years	9	28.1%
Total Assistant School Administrators	32	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



Montgomery County Business and Operations Administrators (MCBOA):

Demographic Profile

Degree

Total Years of Experience

Salary Schedule Placement

Retirement Eligibility

Business and Operations Administrators: Demographic Profile

	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	38	41.8%	39	41.1%	41	42.3%	38	40.0%
Female	53	58.2%	56	58.9%	56	57.7%	57	60.0%
TOTAL	91	100.0%	95	100.0%	97	100.0%	95	100.0%
RACE								
White	65	71.4%	72	75.8%	69	71.1%	70	73.7%
Black or African American	14	15.4%	12	12.6%	15	15.5%	16	16.8%
Asian	10	11.0%	10	10.5%	11	11.3%	6	6.3%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/ Latino	2	2.2%	1	1.1%	2	2.1%	3	3.2%
Native Hawaiian or Pacific Islander *							0	0.0%
Two or More *							0	0.0%
TOTAL	91	100.0%	95	100.0%	97	100.0%	95	100.0%
AGE								
20 - 29 years	0	0.0%	1	1.1%	2	2.1%	3	3.2%
30 - 39 years	12	13.2%	10	10.5%	11	11.3%	10	10.5%
40 - 49 years	26	28.6%	27	28.4%	28	28.9%	30	31.6%
50 - 59 years	39	42.9%	38	40.0%	37	38.1%	34	35.8%
60+ years	14	15.4%	19	20.0%	19	19.6%	18	18.9%
TOTAL	91	100.0%	95	100.0%	97	100.0%	95	100.0%

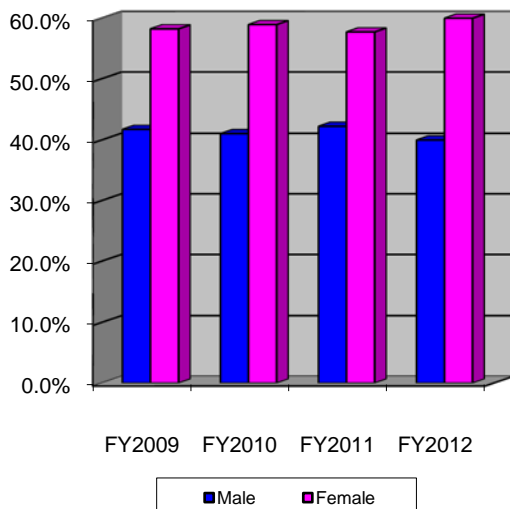
1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

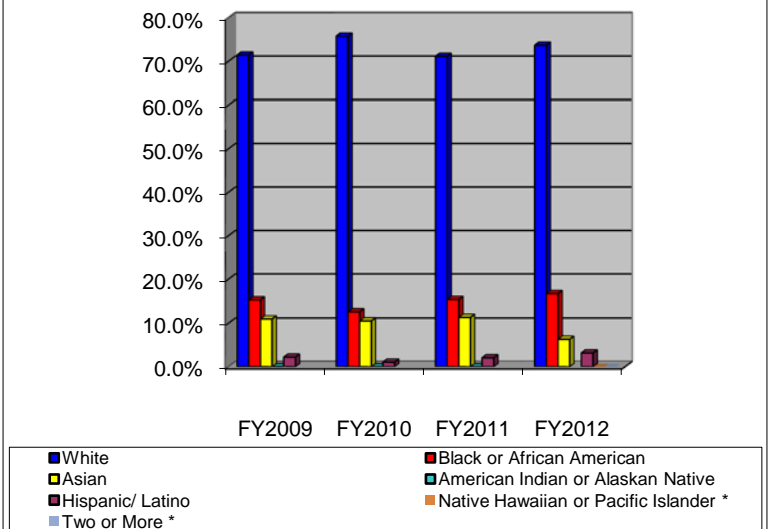
3. The Montgomery County Administrators and Principals: Business Operations Administrators (BOA) chapter was created for supervisors on July 1, 2007. The unit is comprised of all non-certificated supervisory employees who provide responsible direction to other employees and do not report to members of the Service Employees International Union (SEIU).

4. * Data tracked starting FY 2012.

Business and Operations Administrators: Gender



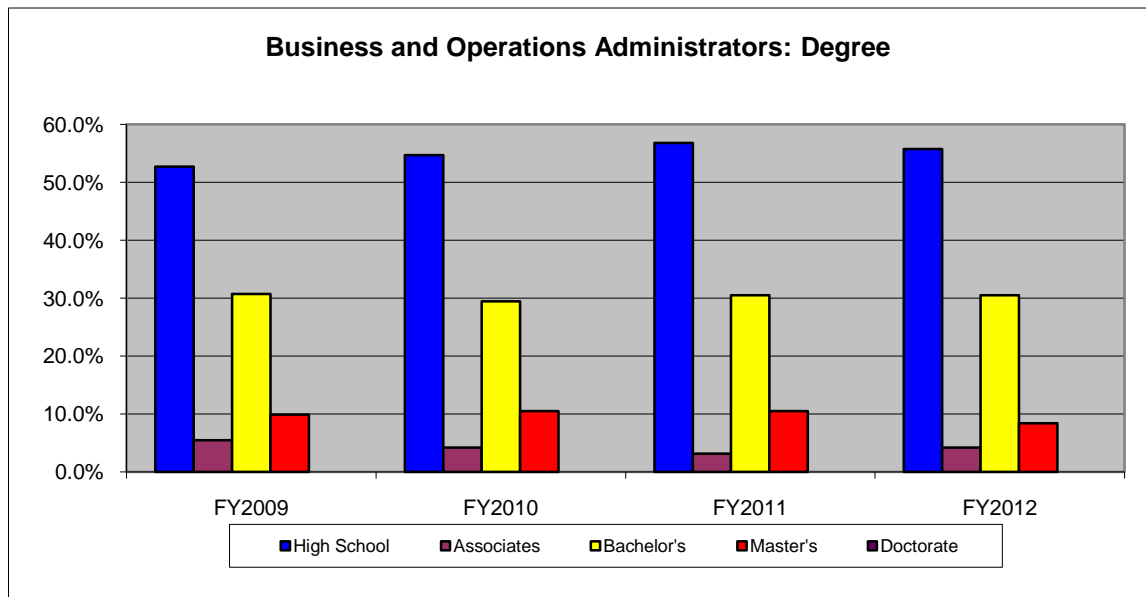
Business and Operations Administrators: Race



Business and Operations Administrators: Degree

	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
DEGREE								
Below HS / None	1	1.1%	1	1.1%	1	1.1%	1	1.1%
High School	48	52.7%	52	54.7%	54	56.8%	53	55.8%
Associates	5	5.5%	4	4.2%	3	3.2%	4	4.2%
Bachelor's	28	30.8%	28	29.5%	29	30.5%	29	30.5%
Master's	9	9.9%	10	10.5%	10	10.5%	8	8.4%
Doctorate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	91	100.0%	95	100.0%	97	102.1%	95	100.0%

1. The Montgomery County Administrators and Principals: Business Operations Administrators (BOA) chapter was created for supervisors on July 1, 2007. The unit is comprised of all non-certificated supervisory employees who provide responsible direction to other employees and do not report to members of the Service Employees International Union (SEIU).

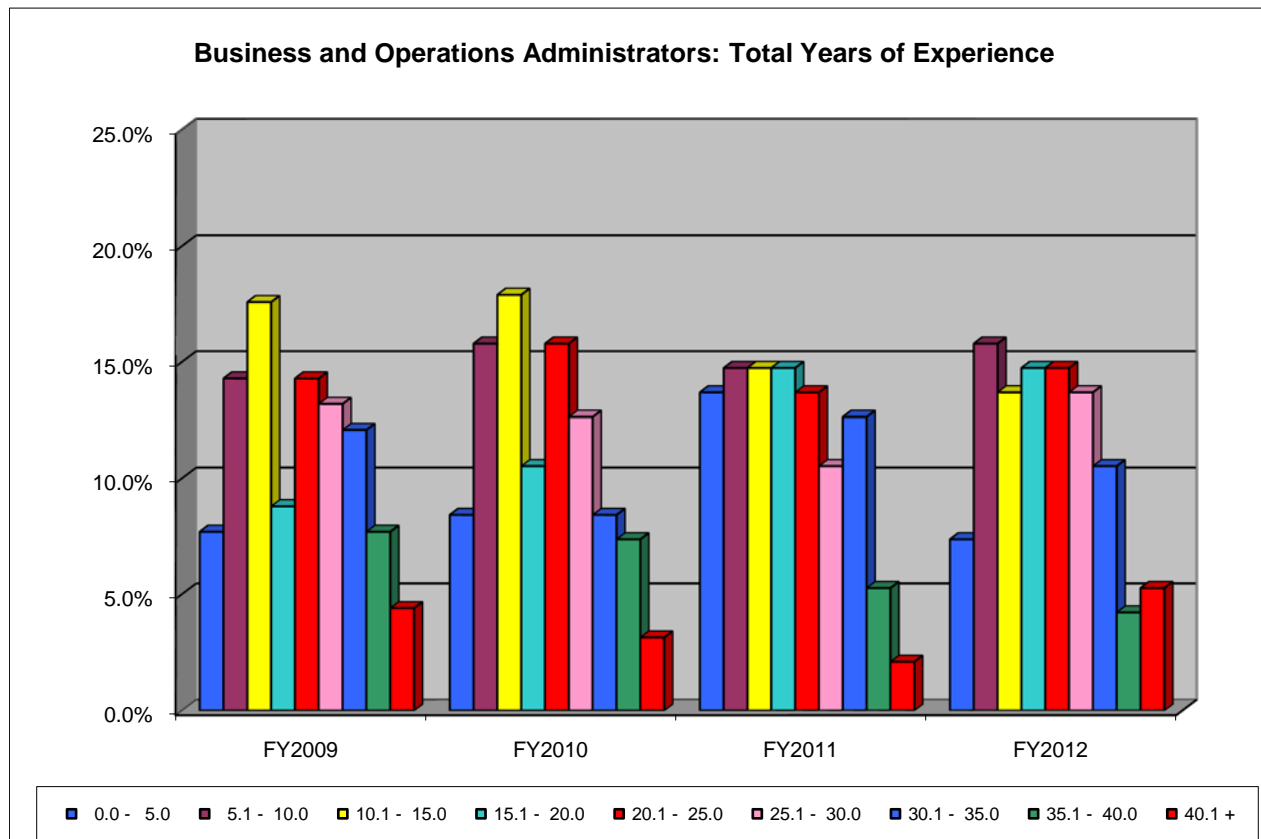


Business and Operations Administrators: Total Years of Experience

Years of Experience	FY2009		FY2010		FY2011		FY2012	
0.0 - 5.0	7	7.7%	8	8.4%	13	13.7%	7	7.4%
5.1 - 10.0	13	14.3%	15	15.8%	14	14.7%	15	15.8%
10.1 - 15.0	16	17.6%	17	17.9%	14	14.7%	13	13.7%
15.1 - 20.0	8	8.8%	10	10.5%	14	14.7%	14	14.7%
20.1 - 25.0	13	14.3%	15	15.8%	13	13.7%	14	14.7%
25.1 - 30.0	12	13.2%	12	12.6%	10	10.5%	13	13.7%
30.1 - 35.0	11	12.1%	8	8.4%	12	12.6%	10	10.5%
35.1 - 40.0	7	7.7%	7	7.4%	5	5.3%	4	4.2%
40.1 +	4	4.4%	3	3.2%	2	2.1%	5	5.3%
TOTAL	91	100.0%	95	100.0%	97	102.1%	95	100.0%

1. Data reflects years worked within MCPS or other county agency.

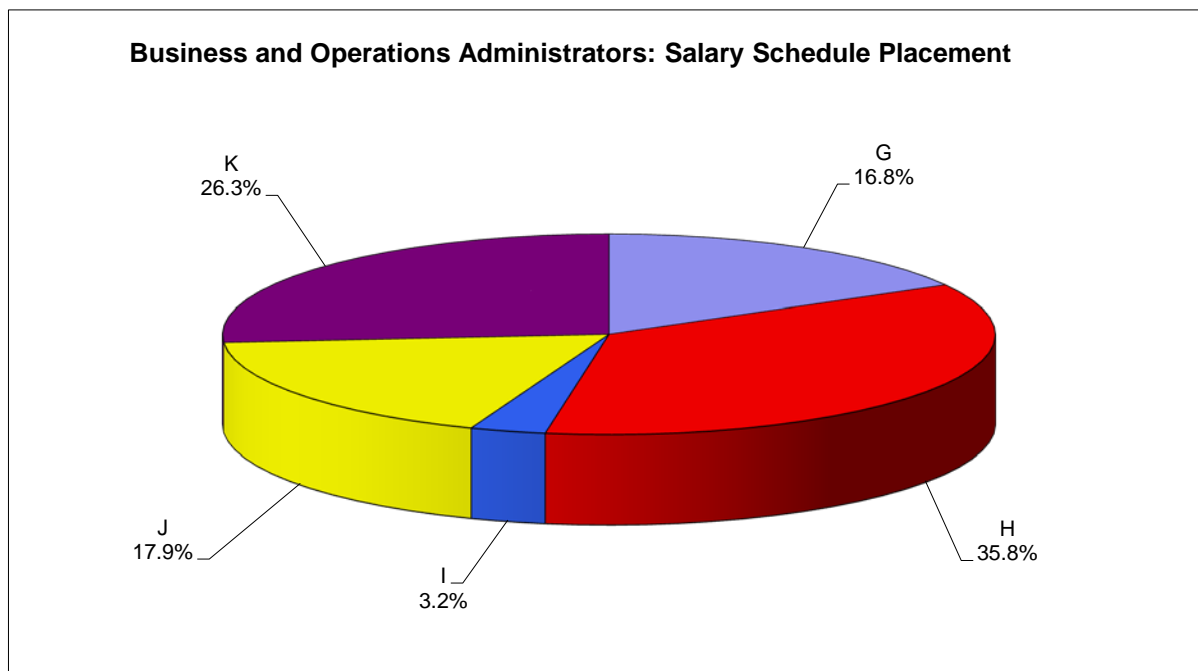
2. The Montgomery County Administrators and Principals: Business Operations Administrators (BOA) chapter was created for supervisors on July 1, 2007. The unit is comprised of all non-certificated supervisory employees who provide responsible direction to other employees and do not report to members of the Service Employees International Union (SEIU).



Business and Operations Administrators: Salary Schedule Placement

Step	FY 2012						
	G	H	I	J	K	Total	%
1	0	2	0	3	1	6	6.3%
2	3	1	0	0	0	4	4.2%
3	0	0	1	1	0	2	2.1%
4	1	4	0	1	3	9	9.5%
5	2	3	0	0	2	7	7.4%
6	2	2	0	0	0	4	4.2%
7	0	0	0	1	2	3	3.2%
8	2	4	1	2	1	10	10.5%
9	1	4	0	1	3	9	9.5%
10	1	4	0	3	3	11	11.6%
11	1	1	0	1	3	6	6.3%
12	3	9	1	4	7	24	25.3%
Total	16	34	3	17	25	95	100.0%
% of Schedule	16.8%	35.8%	3.2%	17.9%	26.3%		

1. Data as of October 15, 2011.



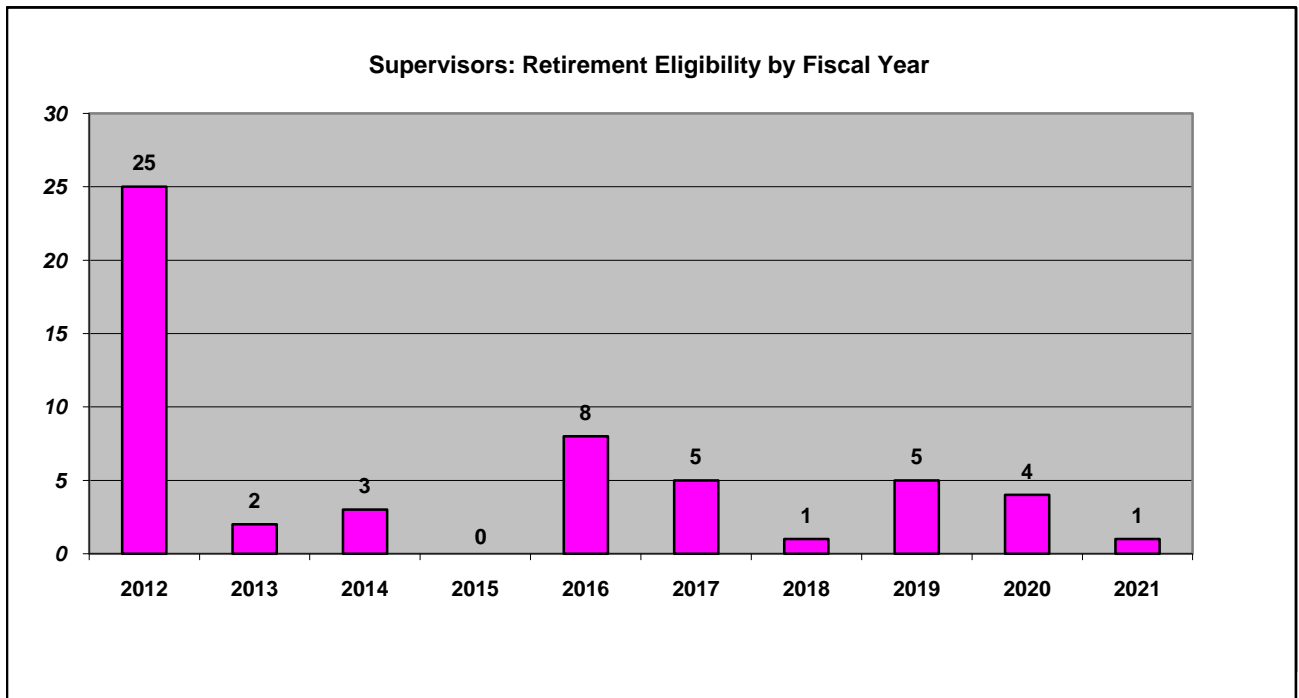
Business and Operations Administrators: Retirement Eligibility

Fiscal Year	Supervisors Eligible By Fiscal Year	Percent of Total
2012	25	26.3%
2013	2	2.1%
2014	3	3.2%
2015	0	0.0%
2016	8	8.4%
2017	5	5.3%
2018	1	1.1%
2019	5	5.3%
2020	4	4.2%
2021	1	1.1%
Eligible within 10 years	54	56.8%
Total Supervisors	95	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore



12-Month Montgomery County Education Association Personnel (MCEA) – Other Professionals:

Demographic Profile
Degree
Certification Type
Years of Experience in MCPS
Total Years of Experience
Salary Schedule Placement
Annual Salary
Retirement Eligibility

Other Professionals: Demographic Profile

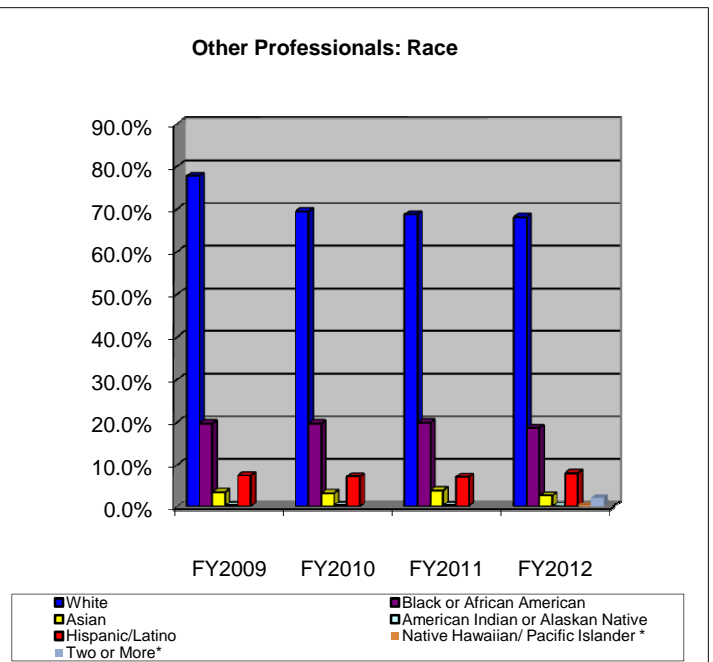
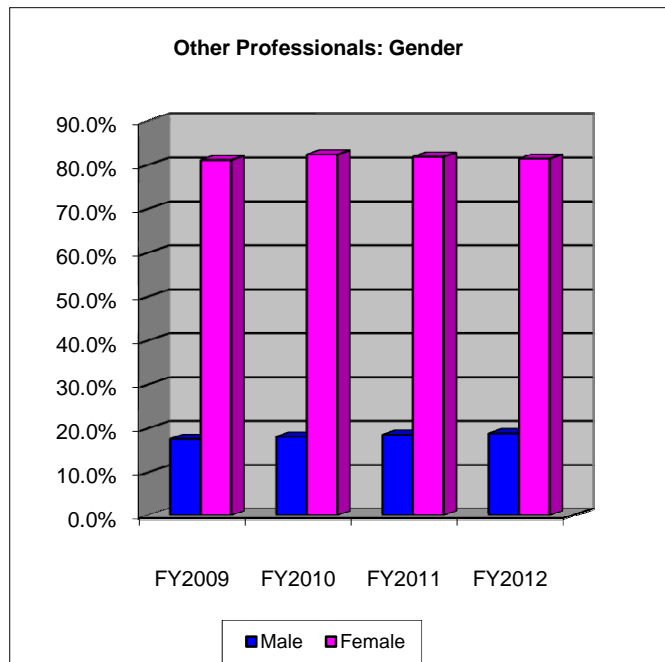
	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	74	17.6%	70	18.1%	70	18.6%	68	18.9%
Female	346	82.4%	316	81.9%	307	81.4%	292	81.1%
TOTAL	420	100.0%	386	100.0%	377	100.0%	360	100.0%
RACE								
White	300	77.7%	268	69.4%	259	68.7%	245	68.1%
Black or African American	76	19.7%	76	19.7%	75	19.9%	67	18.6%
Asian	14	3.6%	13	3.4%	15	4.0%	10	2.8%
American Indian or Alaskan Native	1	0.3%	1	0.3%	1	0.3%	0	0.0%
Hispanic/Latino	29	7.5%	28	7.3%	27	7.2%	29	8.1%
Native Hawaiian/ Pacific Islander *							1	0.3%
Two or More*							8	2.2%
TOTAL	420	108.8%	386	100.0%	377	100.0%	360	100.0%
AGE								
20 - 29 years	6	1.6%	3	0.8%	18	4.8%	18	5.0%
30 - 39 years	99	25.6%	84	21.8%	84	22.3%	85	23.6%
40 - 49 years	76	19.7%	79	20.5%	91	24.1%	91	25.3%
50 - 59 years	163	42.2%	140	36.3%	124	32.9%	118	32.8%
60+ years	76	19.7%	80	20.7%	60	15.9%	48	13.3%
TOTAL	420	108.8%	386	100.0%	377	100.0%	360	100.0%

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

3. Other Professionals include: Instructional Specialists, Pupil Personnel Workers, Social Workers, and Psychologists.

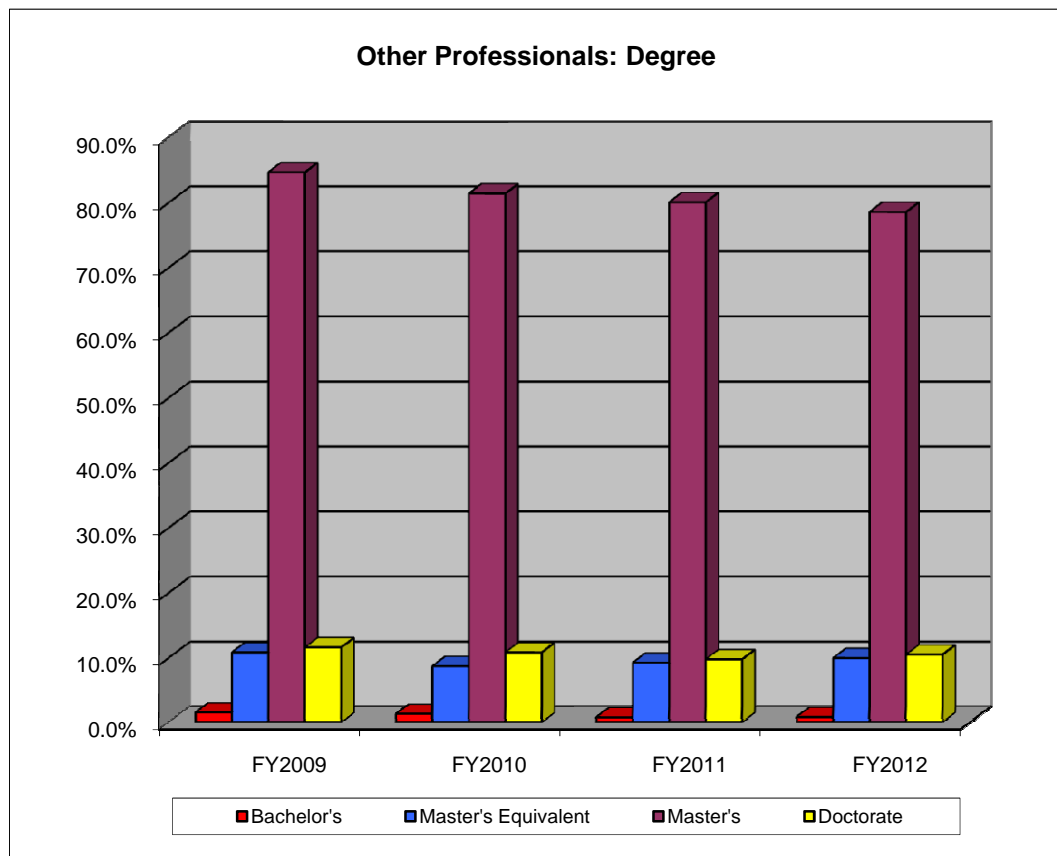
3. * Data tracked starting FY 2012.



Other Professionals: Degree

	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
DEGREE								
Bachelor's	6	1.6%	5	1.3%	3	0.8%	3	0.8%
Master's Equivalent	42	10.9%	33	8.8%	35	9.3%	36	10.0%
Master's	327	84.7%	307	81.4%	302	80.1%	283	78.6%
Doctorate	45	11.7%	41	10.9%	37	9.8%	38	10.6%
TOTAL	420	100.0%	386	102.4%	377	100.0%	360	100.0%

1. Master's Equivalent is additional professional education course work directly related to public school education and earned after the conferral of a bachelor's degree.



Other Professionals: Certification Type

Fiscal Year	Number of Other Professionals	Standard Professional Certificate*		Advanced Professional Certificate**		Maryland Board of Examiners License***		Conditional Degree Certificate****		Certification Data not Available or Not Required	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2011	370	19	5.1%	329	88.9%	2	0.5%	0	0.0%	20	5.4%
FY2010	370	10	2.7%	336	90.8%	1	0.3%	0	0.0%	23	6.2%
FY2009	417	18	4.3%	373	89.4%	1	0.2%	0	0.0%	25	6.0%
FY2008	451	32	7.1%	391	86.7%	1	0.2%	0	0.0%	27	6.0%

1. Certification data is collected in June of the fiscal year.

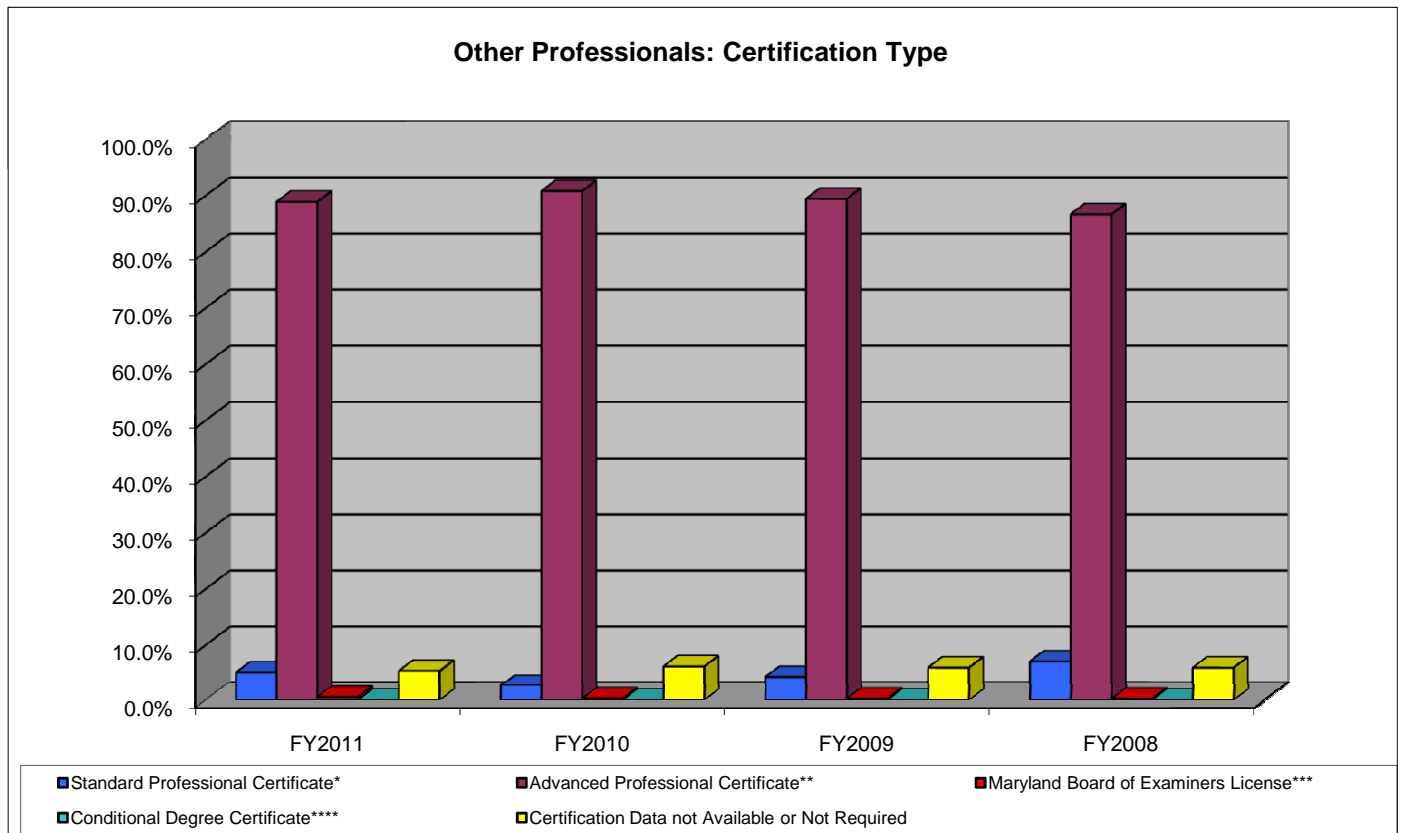
2. Some employees categorized as 'Other Professionals' are not required to hold a Maryland certificate. Examples include: Parent Educators, Employee Assistance Specialist & Evaluation Specialists.

* The Standard Professional Certificate is a professional certificate in the state of Maryland.

** The Advanced Professional Certificate is the highest professional certificate in the state of Maryland.

*** Maryland Board of Examiners License is required for speech pathologists, occupational & physical therapists, and social workers hired by MCPS.

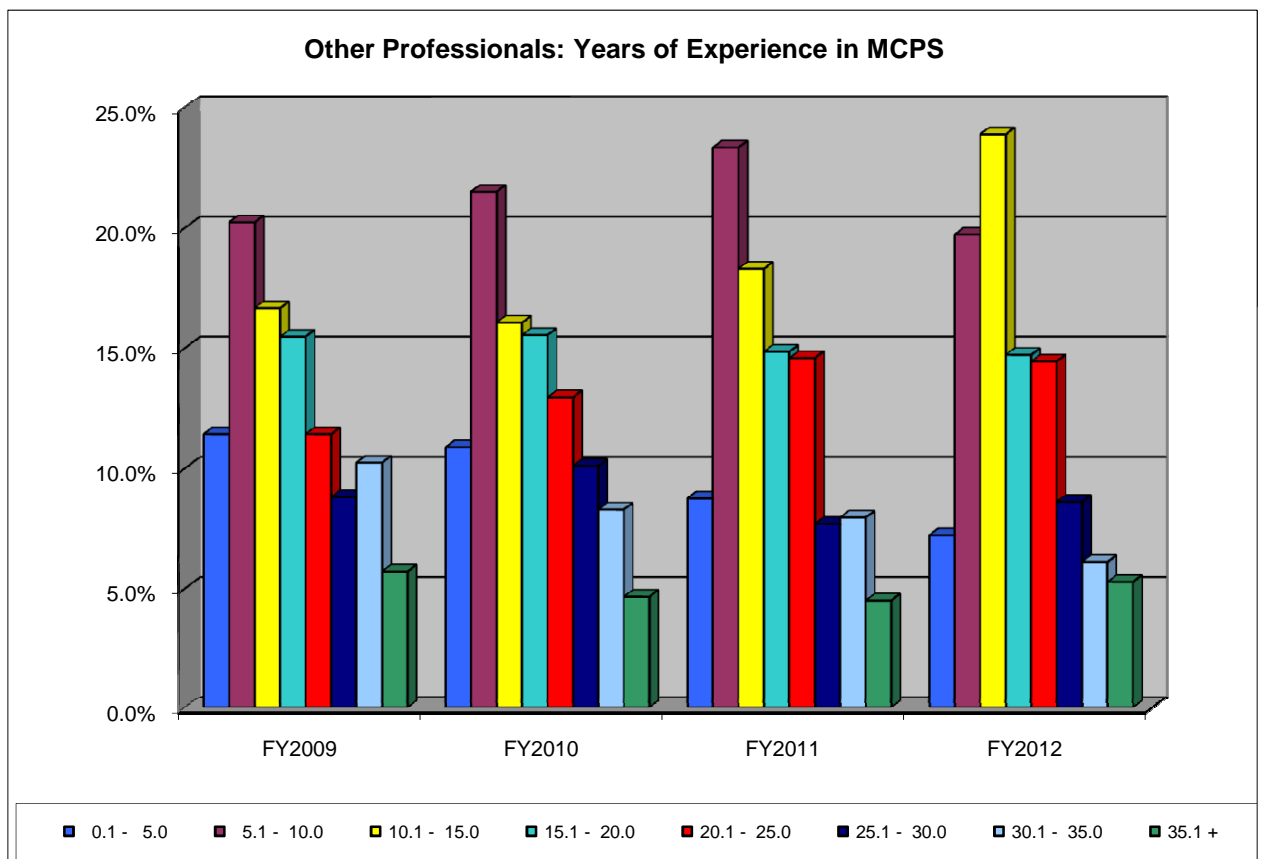
**** Conditional Degree Certificate is one held by an educator holding a bachelor's degree or higher who does not meet the requirements for a standard or advanced certificate.



Other Professionals: Years of Experience in MCPS

Years of Experience	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	48	11.4%	42	10.9%	33	8.8%	26	7.2%
5.1 - 10.0	85	20.2%	83	21.5%	88	23.3%	71	19.7%
10.1 - 15.0	70	16.7%	62	16.1%	69	18.3%	86	23.9%
15.1 - 20.0	65	15.5%	60	15.5%	56	14.9%	53	14.7%
20.1 - 25.0	48	11.4%	50	13.0%	55	14.6%	52	14.4%
25.1 - 30.0	37	8.8%	39	10.1%	29	7.7%	31	8.6%
30.1 - 35.0	43	10.2%	32	8.3%	30	8.0%	22	6.1%
35.1 +	24	5.7%	18	4.7%	17	4.5%	19	5.3%
TOTAL	420	100.0%	386	100.0%	377	100.0%	360	100.0%

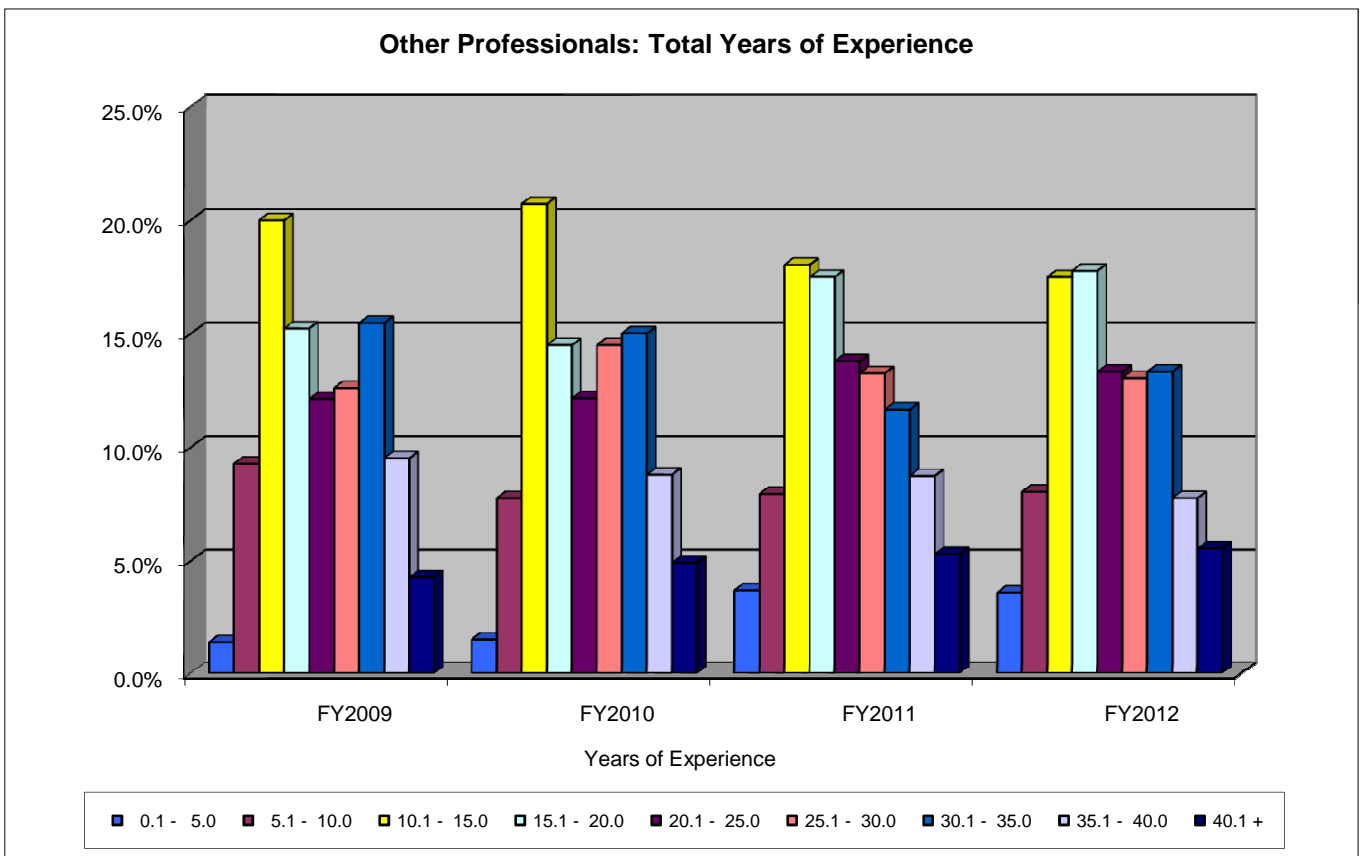
1. Data reflects prior and continuous years worked in MCPS in an administrative or professional position (adjusted for periods of long term leave). Distinct years of experience for either teaching or administrative positions are not available.



Other Professionals: Total Years of Experience

Years of Experience	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	6	1.4%	6	1.6%	14	3.7%	13	3.6%
5.1 - 10.0	39	9.3%	30	7.8%	30	8.0%	29	8.1%
10.1 - 15.0	84	20.0%	80	20.7%	68	18.0%	63	17.5%
15.1 - 20.0	64	15.2%	56	14.5%	66	17.5%	64	17.8%
20.1 - 25.0	51	12.1%	47	12.2%	52	13.8%	48	13.3%
25.1 - 30.0	53	12.6%	56	14.5%	50	13.3%	47	13.1%
30.1 - 35.0	65	15.5%	58	15.0%	44	11.7%	48	13.3%
35.1 - 40.0	40	9.5%	34	8.8%	33	8.8%	28	7.8%
40.1 +	18	4.3%	19	4.9%	20	5.3%	20	5.6%
TOTAL	420	100.0%	386	100.0%	377	100.0%	360	100.0%

1. Data reflects years worked as an administrator or professional within MCPS or other agency. Distinct years of experience for either teaching or administrative positions are not available.



Other Professionals: Salary Schedule Placement

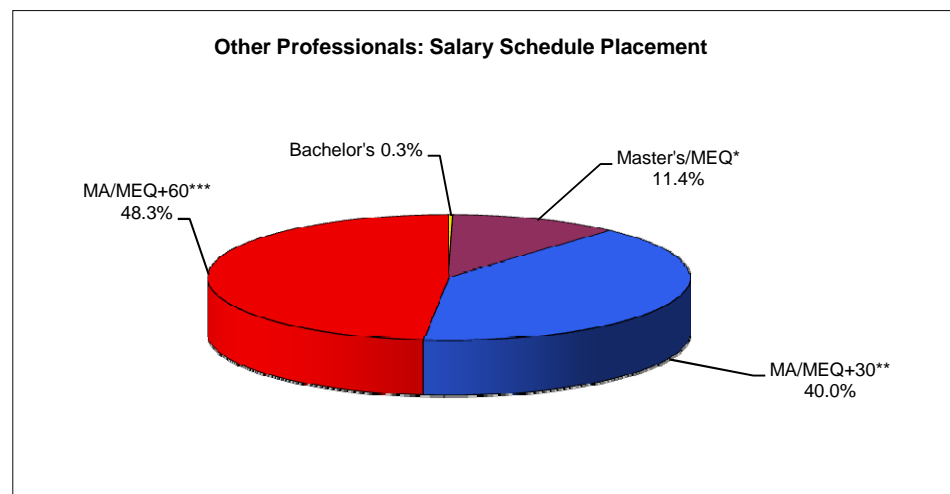
	FY2012									
	Bachelor's		Master's/MEQ*		MA/MEQ+30**		MA/MEQ+60***		Total	
Step	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	0	0.0%	0	0.0%	9	6.3%	0	0.0%	9	2.5%
2	0	0.0%	0	0.0%	0	0.0%	1	0.6%	1	0.3%
3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
4	0	0.0%	0	0.0%	3	2.1%	0	0.0%	3	0.8%
5	0	0.0%	3	7.3%	1	0.7%	1	0.6%	5	1.4%
6	0	0.0%	2	4.9%	2	1.4%	0	0.0%	4	1.1%
7	0	0.0%	3	7.3%	2	1.4%	2	1.1%	7	1.9%
8	0	0.0%	0	0.0%	4	2.8%	3	1.7%	7	1.9%
9	0	0.0%	5	12.2%	3	2.1%	6	3.4%	14	3.9%
10	1	100.0%	0	0.0%	4	2.8%	3	1.7%	8	2.2%
11	0	0.0%	3	7.3%	8	5.6%	3	1.7%	14	3.9%
12	0	0.0%	2	4.9%	7	4.9%	8	4.6%	17	4.7%
13	0	0.0%	1	2.4%	8	5.6%	8	4.6%	17	4.7%
14	0	0.0%	2	4.9%	5	3.5%	7	4.0%	14	3.9%
15	0	0.0%	1	2.4%	12	8.3%	11	6.3%	24	6.7%
16	0	0.0%	2	4.9%	7	4.9%	7	4.0%	16	4.4%
17	0	0.0%	0	0.0%	3	2.1%	5	2.9%	8	2.2%
18	0	0.0%	0	0.0%	3	2.1%	9	5.2%	12	3.3%
19 - 24	0	0.0%	8	19.5%	19	13.2%	36	20.7%	63	17.5%
25	0	0.0%	9	22.0%	44	30.6%	64	36.8%	117	32.5%
TOTAL	1	0.3%	41	11.4%	144	40.0%	174	48.3%	360	100.0%

1. Data reflects the number of permanent employees by head count as of October 15, 2011

* Master's/MEQ: Master's degree or Master's Equivalent.

** MA/MEQ+30: Master's degree or Master's Equivalent plus 30 additional credit hours.

*** MA/MEQ+60: Master's degree or Master's Equivalent plus 60 additional credit hours.



Other Professionals: Annual Salary FY2012

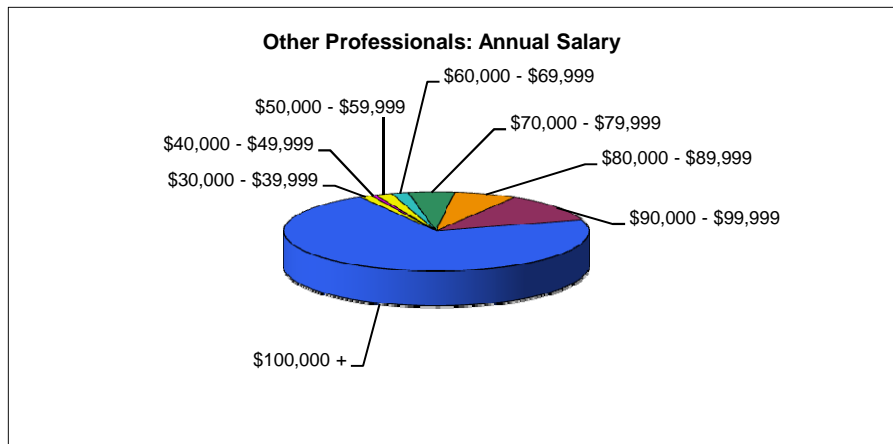
Annual Salary	Number	Percent
Less than \$39,999	4	1.1%
\$40,000 - \$44,999	1	0.3%
\$45,000 - \$49,999	2	0.6%
\$50,000 - \$54,999	3	0.8%
\$55,000 - \$59,999	2	0.6%
\$60,000 - \$64,999	8	2.2%
\$65,000 - \$69,999	6	1.7%
\$70,000 - \$74,999	11	3.1%
\$75,000 - \$79,999	10	2.8%
\$80,000 - \$84,999	7	1.9%
\$85,000 - \$89,999	24	6.7%
\$90,000 - \$94,999	12	3.3%
\$95,000 - \$99,999	26	7.2%
\$100,000 - \$104,999	24	6.7%
\$105,000 - \$109,999	27	7.5%
\$110,000 +	193	53.6%
TOTAL	360	100.0%

Data as of October 15, 2011.

Other Professionals: Average Salaries*		
FY2012		\$106,594
FY2011		\$107,523
FY2010		\$109,470
FY2009		\$106,204

*Average salary calculation: Salaries/filled FTE.

- Salaries presented reflect actual salaries not adjusted for full time equivalency (FTE).
- Data reflects the number of permanent employees by head count.



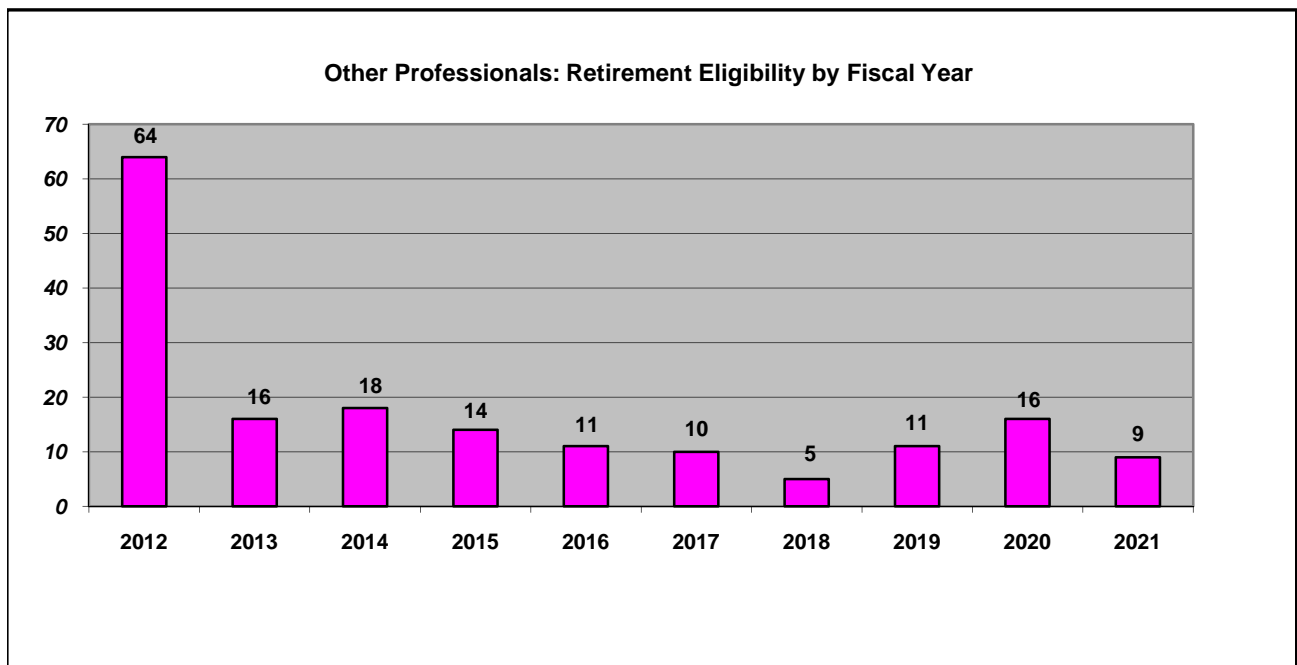
Other Professionals: Retirement Eligibility

Fiscal Year	Other Professionals Eligible By Fiscal Year	Percent of Total
2012	64	17.6%
2013	16	4.4%
2014	18	5.0%
2015	14	3.9%
2016	11	3.0%
2017	10	2.8%
2018	5	1.4%
2019	11	3.0%
2020	16	4.4%
2021	9	2.5%
Eligible within 10 years	174	47.9%
Total Other Professionals	363	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement plan members is not included in the above chart.



10-Month Montgomery County Education Association Personnel (MCEA) – New Teachers:

Demographic Profile (as of October 15 and June 30)

Degree

Salary Schedule Placement

Annual Salary

Total Years of Experience

Certification Type

New Teachers: Demographic Profile

AS OF OCTOBER 15

	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<u>GENDER</u>								
Male	127	17.6%	100	16.1%	71	15.4%	131	17.3%
Female	594	82.4%	520	83.9%	389	84.6%	628	82.7%
TOTAL	721	100.0%	620	100.0%	460	100.0%	759	100.0%
<u>RACE</u>								
White	512	71.0%	450	72.6%	344	74.8%	538	70.9%
Black or African American	121	16.8%	77	12.4%	38	8.3%	95	12.5%
Asian	44	6.1%	48	7.7%	41	8.9%	51	6.7%
American Indian or Alaskan Native	1	0.1%	3	0.5%	0	0.0%	2	0.3%
Hispanic/Latino	43	6.0%	42	6.8%	37	8.0%	58	7.6%
Native Hawaiian or Pacific Islander *							0	0.0%
Two or More *							15	2.0%
TOTAL	721	100.0%	620	100.0%	460	100.0%	759	100.0%
<u>AGE</u>								
Under 20 years	1	0.1%	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	401	55.6%	387	62.4%	269	58.5%	462	60.9%
30 - 39 years	165	22.9%	130	21.0%	88	19.1%	148	19.5%
40 - 49 years	103	14.3%	70	11.3%	65	14.1%	114	15.0%
50 - 59 years	47	6.5%	31	5.0%	31	6.7%	30	4.0%
60+ years	4	0.6%	2	0.3%	7	1.5%	5	0.7%
TOTAL	721	100.0%	620	100.0%	460	100.0%	759	100.0%

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. *Data tracked starting FY 2012.

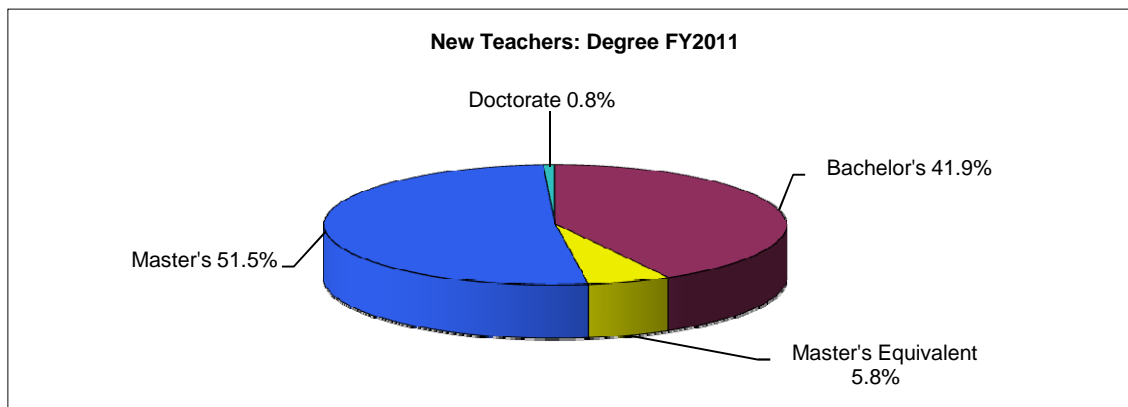
AS OF JUNE 30

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<u>GENDER</u>								
Male	183	19.6%	134	21.3%	102	21.0%	75	15.4%
Female	751	80.4%	628	100.0%	526	108.2%	411	84.6%
TOTAL	934	100.0%	762	121.3%	628	129.2%	486	100.0%
<u>RACE</u>								
White	689	73.8%	546	71.7%	458	72.9%	363	74.7%
Black or African American	143	15.3%	124	16.3%	75	11.9%	39	8.0%
Asian	59	6.3%	46	6.0%	49	7.8%	42	8.6%
American Indian or Alaskan Native	3	0.3%	1	0.1%	3	0.5%	0	0.0%
Hispanic/Latino	40	4.3%	45	5.9%	43	6.8%	38	7.8%
Native Hawaiian Pacific Islander *							0	0.0%
Two or More *							4	0.8%
TOTAL	934	100.0%	762	100.0%	628	100.0%	486	100.0%
<u>AGE</u>								
20 - 29 years	502	53.7%	377	49.5%	375	59.7%	284	58.4%
30 - 39 years	234	25.1%	205	26.9%	138	22.0%	95	19.5%
40 - 49 years	119	12.7%	119	15.6%	76	12.1%	67	13.8%
50 - 59 years	72	7.7%	51	6.7%	35	5.6%	33	6.8%
60+ years	7	0.7%	10	1.3%	4	0.6%	7	1.4%
TOTAL	934	100.0%	762	100.0%	628	100.0%	486	100.0%

New Teachers: Degree

	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	154	43.8%	171	48.2%	109	43.8%	225	53.6%
Master's Equivalent	21	6.0%	17	4.8%	10	4.0%	22	5.2%
Master's	177	50.3%	165	46.5%	128	51.4%	169	40.2%
Doctorate	0	0.0%	2	0.6%	2	0.8%	4	1.0%
TOTAL	352	100.0%	355	100.0%	249	100.0%	420	100.0%
MIDDLE SCHOOL								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	45	24.9%	35	30.4%	34	38.6%	49	33.6%
Master's Equivalent	9	5.0%	6	5.2%	10	11.4%	10	6.8%
Master's	124	68.5%	74	64.3%	41	46.6%	86	58.9%
Doctorate	3	1.7%	0	0.0%	3	3.4%	1	0.7%
TOTAL	181	100.0%	115	100.0%	88	100.0%	146	100.0%
HIGH SCHOOL								
Non-degree	0	0.0%	1	0.8%	0	0.0%	0	0.0%
Bachelor's	50	30.3%	24	19.7%	19	20.0%	35	21.5%
Master's Equivalent	12	7.3%	7	5.7%	10	10.5%	11	6.7%
Master's	101	61.2%	85	69.7%	62	65.3%	116	71.2%
Doctorate	2	1.2%	5	4.1%	4	4.2%	1	0.6%
TOTAL	165	100.0%	122	100.0%	95	100.0%	163	100.0%
CENTRAL OFFICE AND SPECIAL SCHOOLS								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	5	21.7%	4	14.3%	4	14.3%	9	30.0%
Master's Equivalent	2	8.7%	10	35.7%	2	7.1%	1	3.3%
Master's	16	69.6%	14	50.0%	22	78.6%	20	66.7%
Doctorate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	23	100.0%	28	100.0%	28	100.0%	30	100.0%
ALL NEW TEACHERS								
Non-degree	0	0.0%	1	0.2%	0	0.0%	0	0.0%
Bachelor's	254	35.2%	234	37.7%	166	36.1%	318	41.9%
Master's Equivalent	44	6.1%	31	5.0%	32	7.0%	44	5.8%
Master's	418	58.0%	347	56.0%	253	55.0%	391	51.5%
Doctorate	5	0.7%	7	1.1%	9	2.0%	6	0.8%
GRAND TOTAL	721	100.0%	620	100.0%	460	100.0%	759	100.0%

1. Master's Equivalent is additional professional education course work directly related to public school education and earned after the conferral of a bachelor's degree.



New Teachers: Salary Schedule Placement

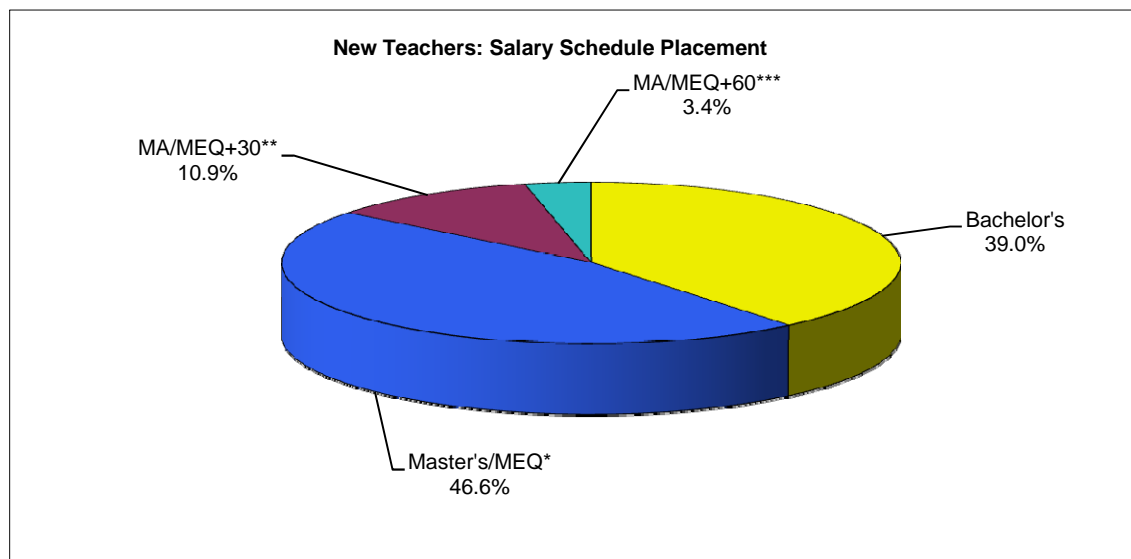
	FY2012									
	Bachelor's		Master's/MEQ*		MA/MEQ+30**		MA/MEQ+60***		Total	
Step	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	249	84.1%	217	61.3%	28	33.7%	5	19.2%	499	65.7%
2	8	2.7%	20	5.6%	5	6.0%	1	3.8%	34	4.5%
3	11	3.7%	17	4.8%	1	1.2%	3	11.5%	32	4.2%
4	6	2.0%	14	4.0%	3	2.0%	1	3.8%	24	3.2%
5	4	1.4%	15	4.2%	4	4.8%	0	0.0%	23	3.0%
6	5	1.7%	12	3.4%	5	6.0%	2	7.7%	24	3.2%
7	11	3.7%	12	3.4%	7	8.4%	1	3.8%	31	4.1%
8	1	0.3%	5	1.4%	5	6.0%	1	3.8%	12	1.6%
9	0	0.0%	41	11.6%	4	4.8%	3	11.5%	48	6.3%
10	1	0.3%	0	0.0%	3	3.6%	3	11.5%	7	0.9%
11	0	0.0%	1	0.3%	16	19.3%	6	23.1%	23	3.0%
12	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
13	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
14	0	0.0%	0	0.0%	1	1.2%	0	0.0%	1	0.1%
15	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
16	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
17	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
18	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
19-24	0	0.0%	0	0.0%	1	1.2%	0	0.0%	1	0.1%
25	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	296	39.0%	354	46.6%	83	10.9%	26	3.4%	759	100.0%

1. Data reflects the number of permanent employees by head count as of October 15, 2011.

* Master's/MEQ: Master's degree or Master's Equivalent.

** MA/MEQ+30: Master's degree or Master's Equivalent plus 30 additional credit hours.

*** MA/MEQ+60: Master's degree or Master's Equivalent plus 60 additional credit hours.



New Teachers: Annual Salary FY2012

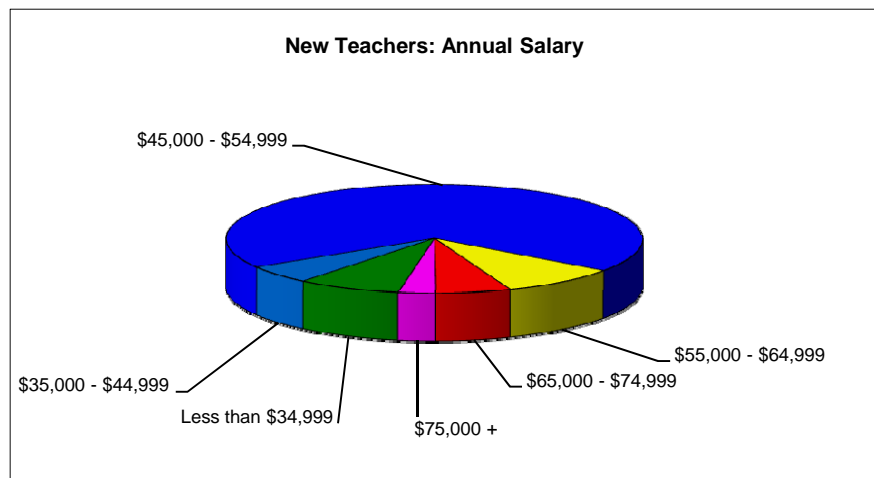
Annual Salary	Number	Percent
Less than \$29,999	42	5.5%
\$30,000 - \$34,999	19	2.5%
\$35,000 - \$39,999	15	2.0%
\$40,000 - \$44,999	26	3.4%
\$45,000 - \$49,999	257	33.9%
\$50,000 - \$54,999	265	34.9%
\$55,000 - \$59,999	39	5.1%
\$60,000 - \$64,999	30	4.0%
\$65,000 - \$69,999	35	4.6%
\$70,000 - \$74,999	9	1.2%
\$75,000 - \$79,999	19	2.5%
\$80,000 +	3	0.4%
TOTAL	759	100.0%

Data as of October 15, 2010.

New Teachers: Average Salaries*	
FY2012	\$52,702
FY2011	\$53,156
FY 2010	\$53,612
FY2009	\$51,300

* Average salary calculation: Salaries/filled FTE.

- Salaries presented reflect actual salaries not adjusted for full time equivalency (FTE).
- Data reflects the number of permanent employees by head count.

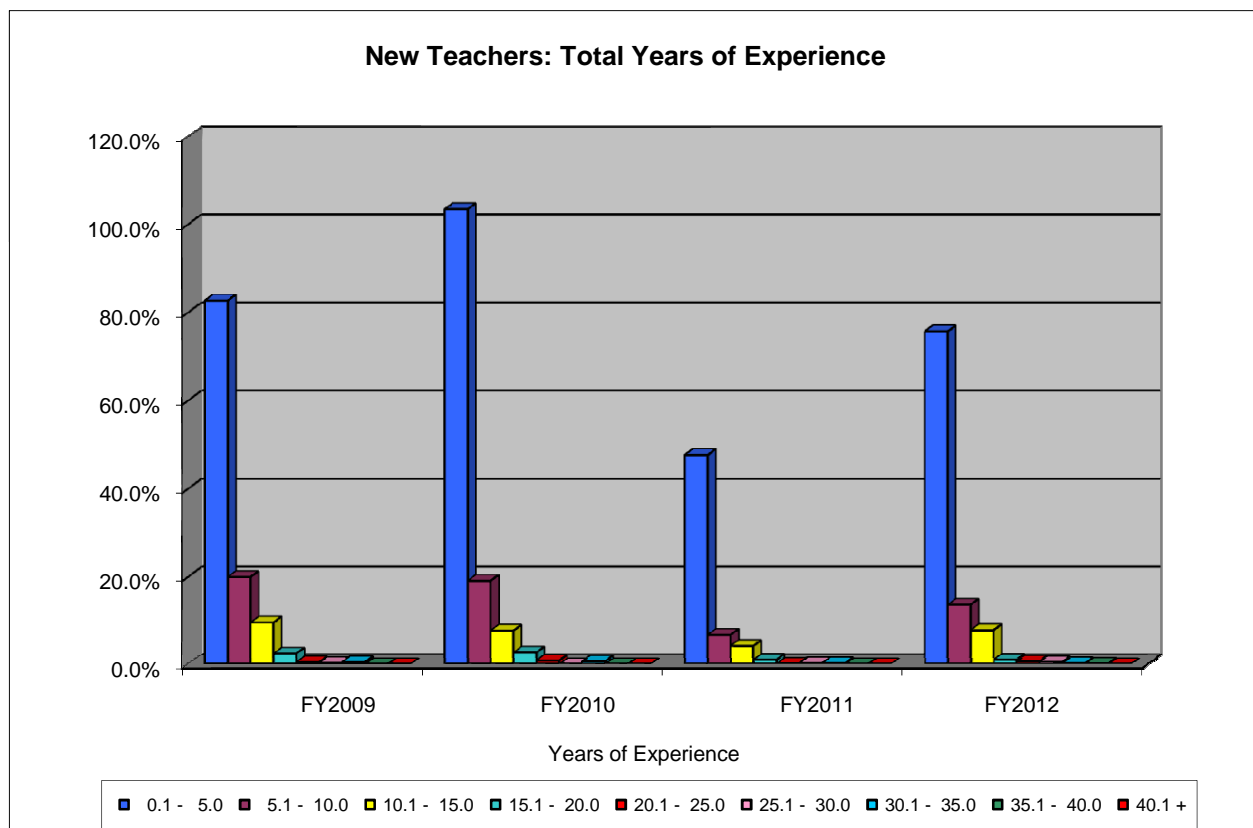


New Teachers: Total Years of Experience

Years of Experience	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	513	82.7%	476	103.5%	362	47.7%	575	75.8%
5.1 - 10.0	124	20.0%	88	19.1%	52	6.9%	104	13.7%
10.1 - 15.0	60	9.7%	36	7.8%	33	4.3%	60	7.9%
15.1 - 20.0	16	2.6%	13	2.8%	8	1.1%	8	1.1%
20.1 - 25.0	3	0.5%	4	0.9%	1	0.1%	5	0.7%
25.1 - 30.0	2	0.3%	0	0.0%	2	0.3%	4	0.5%
30.1 - 35.0	3	0.5%	3	0.7%	2	0.3%	2	0.3%
35.1 - 40.0	0	0.0%	0	0.0%	0	0.0%	1	0.1%
40.1 +	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	721	116.3%	620	134.8%	460	60.6%	759	100.0%

1. Data includes years worked as a teacher in another school district.

2. Data captured October 15.



New Teachers: Certification Type

Fiscal Year	Number of New Teachers	Standard Professional Certificate*		Advanced Professional Certificate**		Maryland Board of Examiners License***		Conditional Degree Certificate****		Resident Teacher Certificate*****		Certification Data not Available or not Needed	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2008	934	618	66.2%	232	24.8%	19	2.0%	57	6.1%	6	0.6%	2	0.2%
FY2009	762	492	64.6%	180	23.6%	39	5.1%	39	5.1%	0	0.0%	2	0.3%
FY2010	628	443	70.5%	129	20.5%	41	6.5%	8	1.3%	7	1.1%	0	0.0%
FY2011	486	351	72.2%	86	17.7%	36	7.4%	7	1.4%	5	1.0%	1	0.2%

1. Certification data is not complete in the HR system until February. Data was collected in June of the fiscal year.

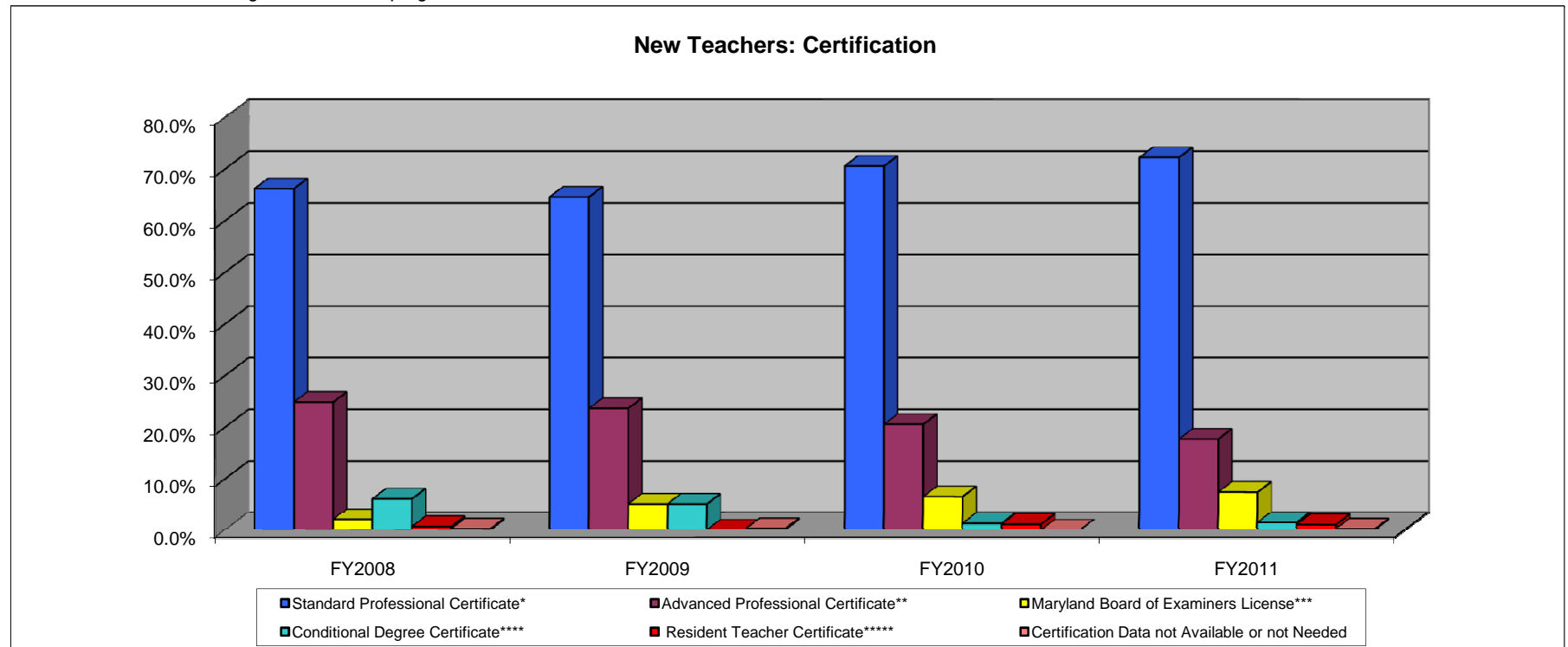
* The Standard Professional Certificate is a professional certificate in the state of Maryland.

** The Advanced Professional Certificate is the highest professional certificate in the state of Maryland.

*** Maryland Board of Examiners License is required for Speech Pathologists, Occupational & Physical Therapists, and Social Workers hired by MCPS.

**** Conditional Degree Certificate is one held by an educator holding a bachelor's degree or higher who does not meet the requirements for a standard or advanced certificate.

***** Resident Teacher Certificate is one held by an educator holding a bachelor's degree or higher who has content expertise, is highly qualified and is meeting the requirements for a standard or advanced certificate through an alternative program.



10-Month Montgomery County Education Association Personnel (MCEA) - Teachers:

Retention of Teachers
Demographic Profile
Gender by School Type
Degree by School Type
Years of Experience in MCPS
Total Years of Experience
Salary Schedule Placement
Annual Salary
Certification Type
Turnover
Retirement Eligibility

RETENTION OF TEACHERS

(new hire data based on fiscal year)

Terminations only

		Number of Teachers Hired	FY2000		FY2001		FY2002		FY2003		FY2004		FY2005		FY2006		FY2007		FY2008		FY2009		FY2010		FY2011		Total # of Terminations	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
	FY2000	1,241	144	11.6%	79	6.4%	92	7.4%	56	4.5%	65	5.2%	40	3.2%	51	4.1%	27	2.2%	18	1.5%	19	1.5%	13	1.0%	15	1.2%	619	49.9%
	FY2001	1,258			115	9.1%	112	8.9%	89	7.1%	80	6.4%	72	5.7%	44	3.5%	20	1.6%	35	2.8%	15	1.2%	14	1.1%	21	1.7%	617	49.0%
	FY2002	1,275					160	12.5%	100	7.8%	84	6.6%	73	5.7%	37	2.9%	41	3.2%	27	2.1%	15	1.2%	16	1.3%	20	1.6%	573	44.9%
	FY2003	1,094							132	12.1%	83	7.6%	91	8.3%	57	5.2%	39	3.6%	30	2.7%	25	2.3%	15	1.4%	17	1.6%	489	44.7%
	FY2004	945									93	9.8%	111	11.7%	61	6.5%	32	3.4%	30	3.2%	24	2.5%	19	2.0%	12	1.3%	382	40.4%
	FY2005	1,117											103	9.2%	102	9.1%	71	6.4%	45	4.0%	28	2.5%	26	2.3%	23	2.1%	398	35.6%
	FY2006	1,297													156	12.0%	124	9.6%	86	6.6%	24	1.9%	29	2.2%	35	2.7%	454	35.0%
	FY2007	1,256															121	9.6%	121	9.6%	56	4.5%	38	3.0%	39	3.1%	375	29.9%
	FY2008	1,236																	102	8.3%	63	5.1%	43	3.5%	47	3.8%	255	20.6%
	FY2009	777																			59	7.6%	43	5.5%	37	4.8%	139	17.9%
	FY2010	639																					31	4.9%	42	6.6%	73	11.4%
	FY2011	492																							30	6.1%	30	6.1%
	Totals	12,627																									4,301	34.1%

1. This chart shows the cohort of teachers hired in a fiscal year and (reading across the line) the number from that cohort that terminated employment in subsequent fiscal years.
2. This chart does not include retirements.

Teachers: Demographic Profile

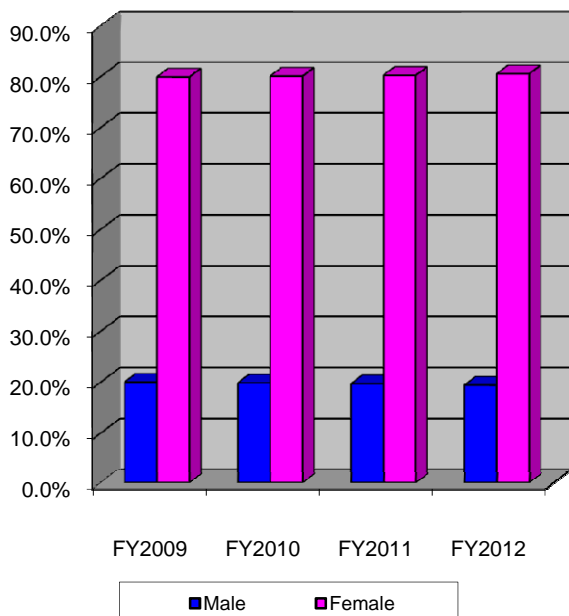
	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<u>GENDER</u>								
Male	2,305	20.0%	2,321	19.9%	2,278	19.7%	2,252	19.4%
Female	9,192	80.0%	9,352	80.1%	9,272	80.3%	9,336	80.6%
TOTAL	11,497	100.0%	11,673	100.0%	11,550	100.0%	11,588	100.0%
<u>RACE</u>								
White	9,018	78.4%	9,132	78.2%	9,030	78.2%	8,921	77.0%
African American	1,473	12.8%	1,467	12.6%	1,421	12.3%	1,353	11.7%
Asian American	492	4.3%	523	4.5%	543	4.7%	551	4.8%
American Indian	27	0.2%	28	0.2%	23	0.2%	25	0.2%
Hispanic	487	4.2%	523	4.5%	533	4.6%	599	5.2%
Native Hawaiian and Pacific Islander*							1	0.0%
Two or More *							138	1.2%
TOTAL	11,497	100.0%	11,673	100.0%	11,550	100.0%	11,588	100.0%
Average Age	42.1		41.3		41.6		42.5	
<u>AGE</u>								
Under 20 years	1	0.0%		0.0%	8	0.07%	0	0.00%
20 - 29 years	2,395	20.8%	2,316	19.8%	2,823	24.4%	2,081	18.0%
30 - 39 years	3,138	27.3%	3,242	27.8%	3,156	27.3%	3,318	28.6%
40 - 49 years	2,382	20.7%	2,484	21.3%	2,436	21.1%	2,722	23.5%
50 - 59 years	2,704	23.5%	2,631	22.5%	2,530	21.9%	2,448	21.1%
60+ years	877	7.6%	1,000	8.6%	597	5.2%	1,019	8.8%
TOTAL	11,497	100.0%	11,673	100.0%	11,550	100.0%	11,588	100.0%

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

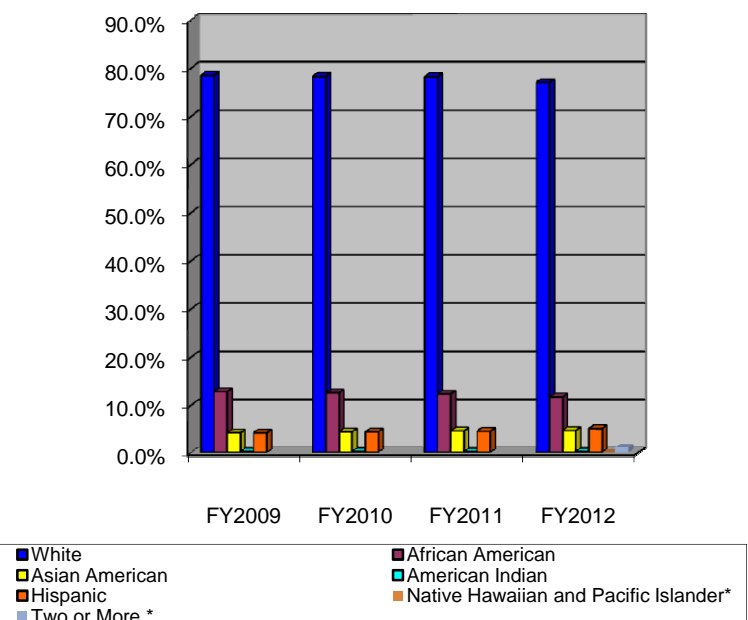
2. Data was captured on October 15.

3. * Data tracked starting FY2012.

Teachers: Gender



Teachers: Race



Teachers: Gender by School Type

	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<u>ELEMENTARY SCHOOL</u>								
Male	470	8.8%	482	8.8%	481	8.8%	465	8.4%
Female	4,867	91.2%	4,990	91.2%	5,016	91.2%	5,089	91.6%
TOTAL	5,337	100.0%	5,472	100.0%	5,497	100.0%	5,554	100.0%
<u>MIDDLE SCHOOL</u>								
Male	586	24.5%	587	24.3%	580	24.9%	591	25.4%
Female	1,807	75.5%	1,828	75.7%	1,751	75.1%	1,740	74.6%
TOTAL	2,393	100.0%	2,415	100.0%	2,331	100.0%	2,331	100.0%
<u>HIGH SCHOOL</u>								
Male	1,177	37.1%	1,180	37.3%	1,150	37.2%	1,130	36.7%
Female	1,993	62.9%	1,985	62.7%	1,945	62.8%	1,949	63.3%
TOTAL	3,170	100.0%	3,165	100.0%	3,095	100.0%	3,079	100.0%
<u>CENTRAL OFFICE & SPECIAL SCHOOLS</u>								
Male	72	12.1%	72	11.6%	67	10.7%	66	10.6%
Female	525	87.9%	549	88.4%	560	89.3%	558	89.4%
TOTAL	597	100.0%	621	100.0%	627	100.0%	624	100.0%
<u>ALL TEACHERS</u>								
Male	2,305	20.0%	2,321	19.9%	2,278	19.7%	2,252	19.4%
Female	9,192	80.0%	9,352	80.1%	9,272	80.3%	9,336	80.6%
GRAND TOTAL	11,497	100.0%	11,673	100.0%	11,550	100.0%	11,588	100.0%

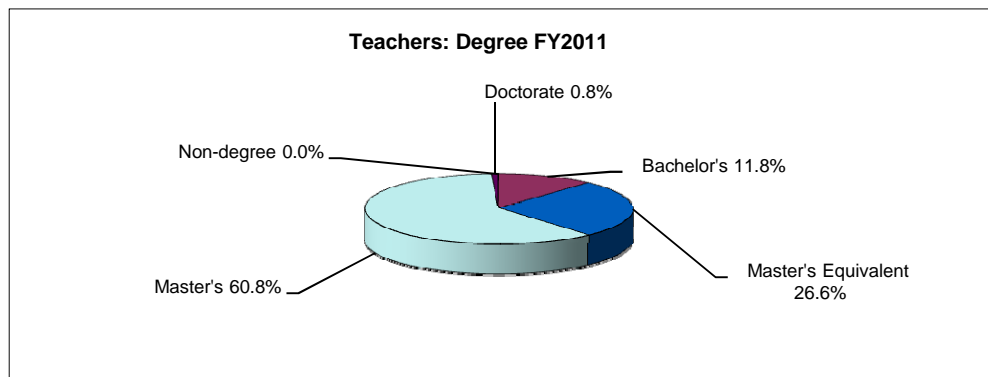
1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

Teachers: Degree by School Type

	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Non-degree	0	0.0%	0	0.0%	0	0.0%	1	0.0%
Bachelor's	1,036	19.4%	994	18.2%	884	16.1%	881	15.9%
Master's Equivalent	1,506	28.2%	1,504	27.5%	1,503	27.3%	1,503	27.1%
Master's	2,774	52.0%	2,954	54.0%	3,089	56.2%	3,152	56.8%
Doctorate	21	0.4%	20	0.4%	21	0.4%	17	0.3%
TOTAL	5,337	100.0%	5,472	100.0%	5,497	100.0%	5,554	100.0%
MIDDLE SCHOOL								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	302	12.6%	264	10.9%	236	10.1%	221	9.5%
Master's Equivalent	678	28.3%	666	27.6%	633	27.2%	627	26.9%
Master's	1,394	58.3%	1,468	60.8%	1,444	61.9%	1,464	62.8%
Doctorate	19	0.8%	17	0.7%	18	0.8%	19	0.8%
TOTAL	2,393	100.0%	2,415	100.0%	2,331	100.0%	2,331	100.0%
HIGH SCHOOL								
Non-degree	5	0.2%	4	0.1%	5	0.2%	4	0.1%
Bachelor's	362	11.4%	301	9.5%	247	8.0%	224	7.3%
Master's Equivalent	892	28.1%	902	28.5%	893	28.9%	851	27.6%
Master's	1,865	58.8%	1,904	60.2%	1,895	61.2%	1,952	63.4%
Doctorate	46	1.5%	54	1.7%	55	1.8%	48	1.6%
TOTAL	3,170	100.0%	3,165	100.0%	3,095	100.0%	3,079	100.0%
CENTRAL OFFICE AND SPECIAL SCHOOLS								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	46	7.7%	40	6.4%	35	5.6%	37	5.9%
Master's Equivalent	108	18.1%	104	16.7%	105	16.7%	98	15.7%
Master's	431	72.2%	465	74.9%	476	75.9%	480	76.9%
Doctorate	12	2.0%	12	1.9%	11	1.8%	9	1.4%
TOTAL	597	100.0%	621	100.0%	627	100.0%	624	100.0%
ALL TEACHERS								
Non-degree	5	0.0%	4	0.0%	5	0.0%	5	0.0%
Bachelor's	1,746	15.2%	1,599	13.7%	1,402	12.1%	1,363	11.8%
Master's Equivalent	3,184	27.7%	3,176	27.2%	3,134	27.1%	3,079	26.6%
Master's	6,464	56.2%	6,791	58.2%	6,904	59.8%	7,048	60.8%
Doctorate	98	0.9%	103	0.9%	105	0.9%	93	0.8%
GRAND TOTAL	11,497	100.0%	11,673	100.0%	11,550	100.0%	11,588	100.0%

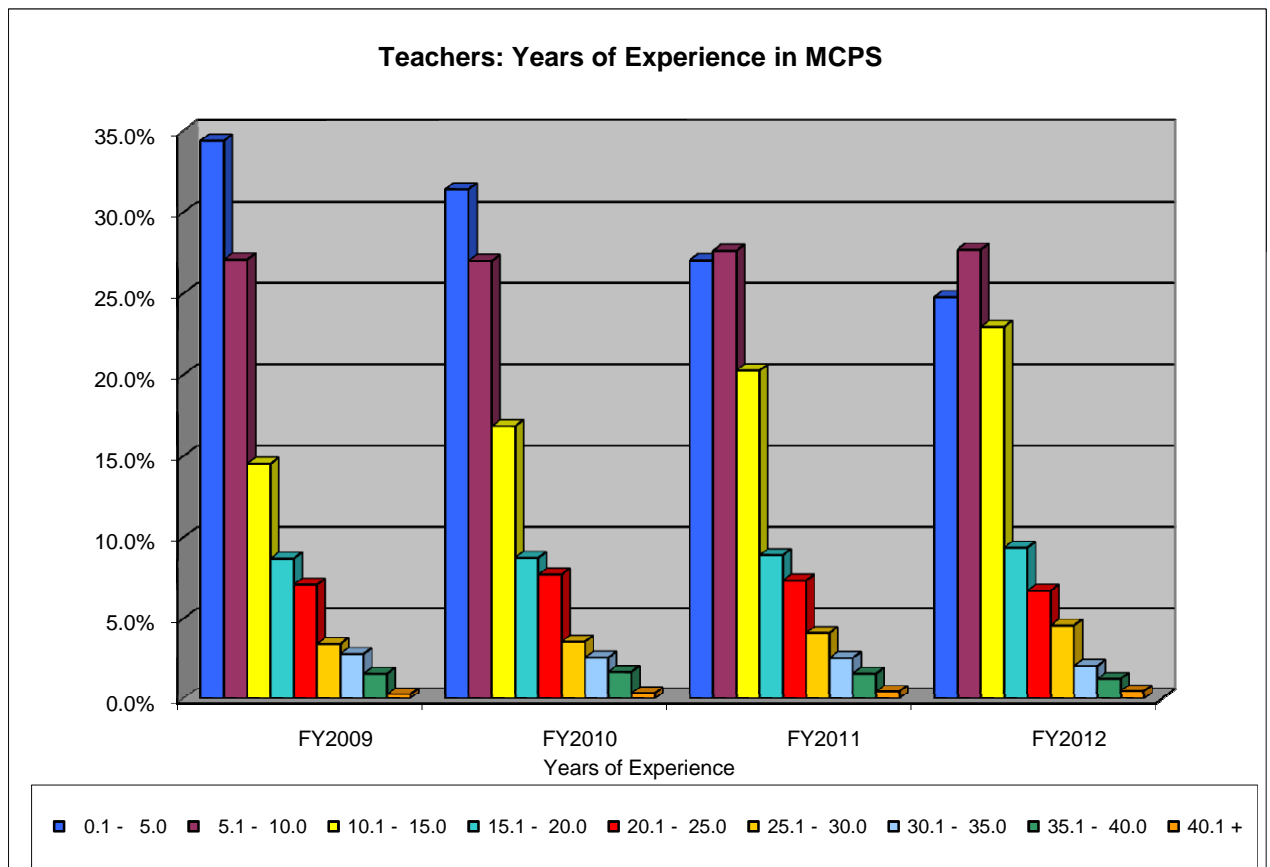
1. Data was captured on October 15.



Teachers: Years of Experience in MCPS

Years of Experience	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	3,956	34.4%	3,667	31.4%	3,124	27.0%	2,872	24.8%
5.1 - 10.0	3,114	27.1%	3,153	27.0%	3,192	27.6%	3,211	27.7%
10.1 - 15.0	1,672	14.5%	1,966	16.8%	2,341	20.3%	2,660	23.0%
15.1 - 20.0	1,000	8.7%	1,021	8.7%	1,029	8.9%	1,086	9.4%
20.1 - 25.0	816	7.1%	901	7.7%	848	7.3%	779	6.7%
25.1 - 30.0	396	3.4%	418	3.6%	476	4.1%	531	4.6%
30.1 - 35.0	325	2.8%	304	2.6%	298	2.6%	242	2.1%
35.1 - 40.0	186	1.6%	201	1.7%	187	1.6%	149	1.3%
40.1 +	32	0.3%	42	0.4%	55	0.5%	58	0.5%
TOTAL	11,497	100.0%	11,673	100.0%	11,550	100.0%	11,588	100.0%

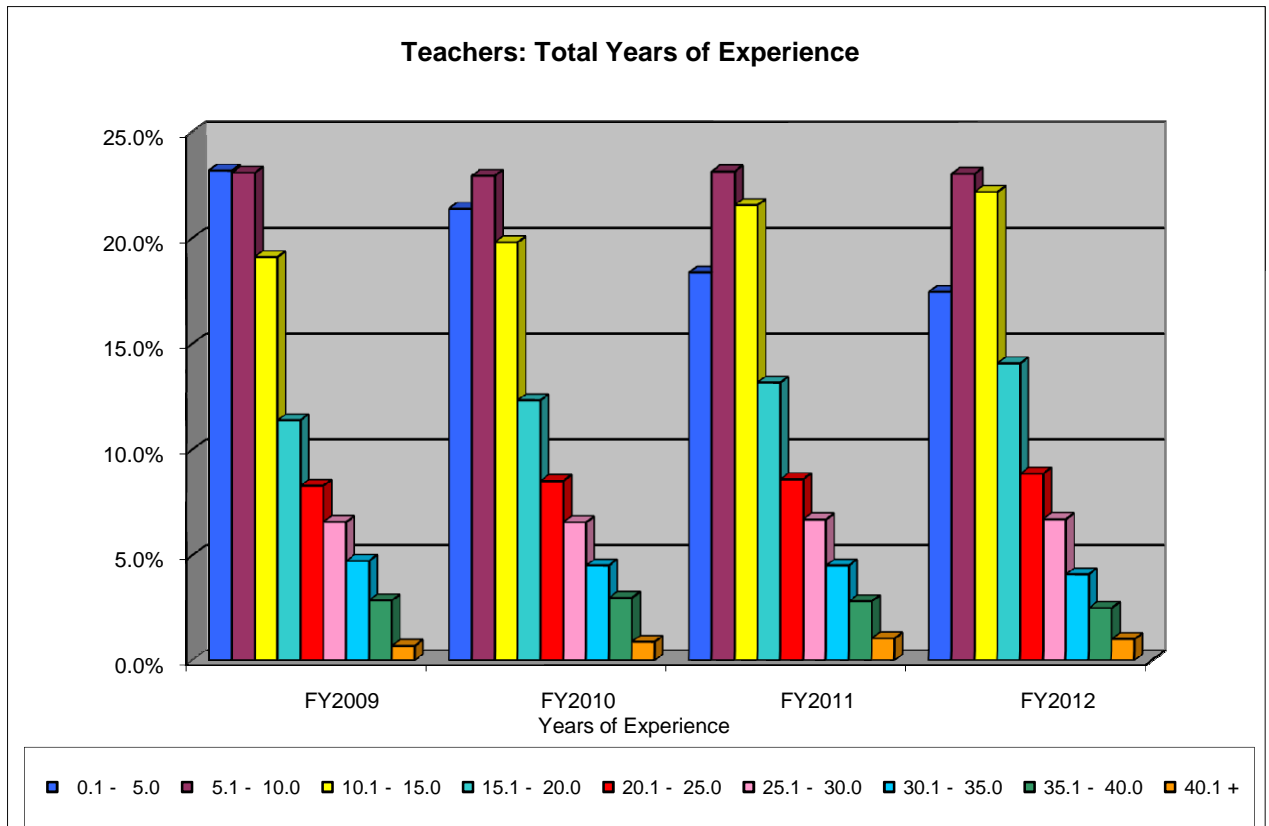
1. Data reflects prior and continuous years worked in MCPS in an administrative or professional position (adjusted for periods of long term leave). Distinct years of experience for either teaching or administrative positions are not available.



Teachers: Total Years of Experience

Years of Experience	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	2,667	23.2%	2,497	21.4%	2,122	18.4%	2,023	17.5%
5.1 - 10.0	2,654	23.1%	2,678	22.9%	2,674	23.2%	2,670	23.0%
10.1 - 15.0	2,197	19.1%	2,312	19.8%	2,490	21.6%	2,570	22.2%
15.1 - 20.0	1,310	11.4%	1,440	12.3%	1,522	13.2%	1,632	14.1%
20.1 - 25.0	953	8.3%	994	8.5%	993	8.6%	1,027	8.9%
25.1 - 30.0	757	6.6%	767	6.6%	774	6.7%	778	6.7%
30.1 - 35.0	545	4.7%	529	4.5%	523	4.5%	476	4.1%
35.1 - 40.0	330	2.9%	349	3.0%	327	2.8%	291	2.5%
40.1 +	84	0.7%	107	0.9%	125	1.1%	121	1.0%
TOTAL	11,497	100.0%	11,673	100.0%	11,550	100.0%	11,588	100.0%

1. Data reflects years worked as an administrator or professional within MCPS or other agency. Distinct years of experience for either teaching or administrative positions are not available.



Teachers: Salary Schedule Placement

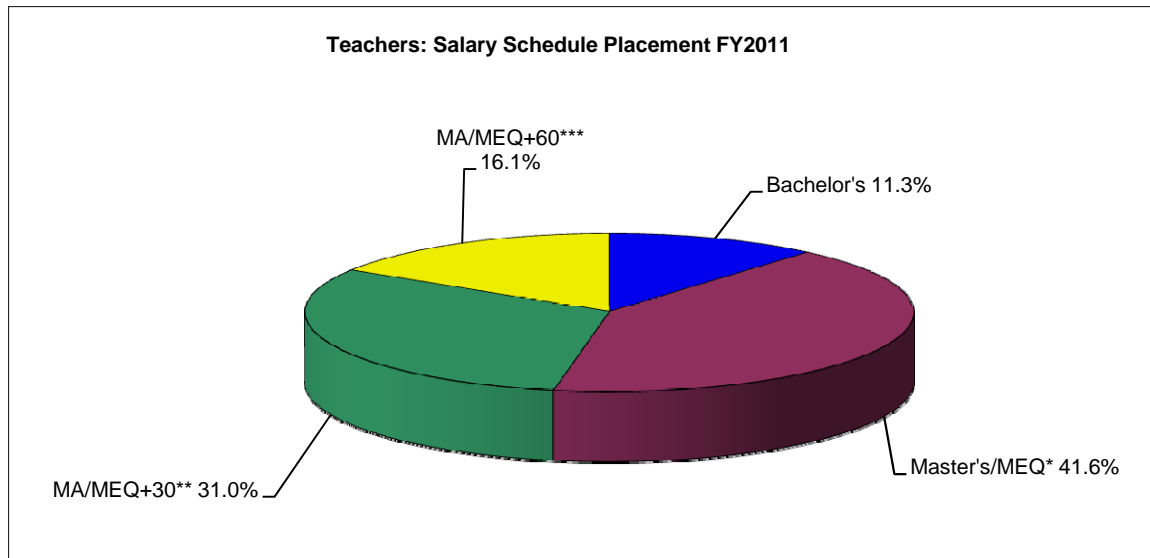
Step	FY 2012									
	Bachelor's		Master's/MEQ*		MA/MEQ+30**		MA/MEQ+60***		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	535	41.1%	495	10.3%	77	2.2%	32	1.7%	1,139	9.9%
2	127	9.8%	189	3.9%	51	1.4%	14	0.8%	381	3.3%
3	135	10.4%	235	4.9%	67	1.9%	25	1.3%	462	4.0%
4	120	9.2%	298	6.2%	92	2.6%	37	2.0%	547	4.7%
5	109	8.4%	326	6.8%	127	3.6%	41	2.2%	603	5.2%
6	72	5.5%	279	5.8%	130	3.6%	47	2.5%	528	4.6%
7	66	5.1%	256	5.3%	155	4.3%	51	2.7%	528	4.6%
8	38	2.9%	219	4.6%	150	4.2%	54	2.9%	461	4.0%
9	35	2.7%	304	6.3%	194	5.4%	89	4.8%	622	5.4%
10	65	5.0%	288	6.0%	187	5.2%	77	4.2%	617	5.4%
11			266	5.5%	223	6.3%	90	4.9%	579	5.0%
12			213	4.4%	236	6.6%	76	4.1%	525	4.6%
13			187	3.9%	210	5.9%	100	5.4%	497	4.3%
14			163	3.4%	187	5.2%	98	5.3%	448	3.9%
15			120	2.5%	127	3.6%	92	5.0%	339	2.9%
16			132	2.8%	135	3.8%	86	4.6%	353	3.1%
17			96	2.0%	110	3.1%	88	4.7%	294	2.6%
18			72	1.5%	124	3.5%	72	3.9%	268	2.3%
19-24			324	6.8%	434	12.2%	331	17.8%	1,089	9.5%
25			332	6.9%	551	15.4%	355	19.1%	1,238	10.7%
TOTAL	1,302	11.3%	4,794	41.6%	3,567	31.0%	1,855	16.1%	11,518	100.0%

1. Data reflects the number of permanent employees by head count as of October 15, 2011.

* Master's/MEQ: Master's degree or Master's Equivalent.

** MA/MEQ+30: Master's degree or Master's Equivalent plus 30 additional credit hours.

*** MA/MEQ+60: Master's degree or Master's Equivalent plus 60 additional credit hours.



Teachers: Annual Salary FY2012

Annual Salary	Number	Percent
Less than \$29,999	107	0.9%
\$30,000 - \$34,999	89	0.8%
\$35,000 - \$39,999	138	1.2%
\$40,000 - \$44,999	137	1.2%
\$45,000 - \$49,999	964	8.3%
\$50,000 - \$54,999	1,271	11.0%
\$55,000 - \$59,999	1,054	9.1%
\$60,000 - \$64,999	928	8.0%
\$65,000 - \$69,999	860	7.4%
\$70,000 - \$74,999	926	8.0%
\$75,000 - \$79,999	910	7.9%
\$80,000 - \$84,999	675	5.8%
\$85,000 - \$89,999	622	5.4%
\$90,000 - \$94,999	696	6.0%
\$95,000 +	2,211	19.1%
TOTAL	11,588	100.0%

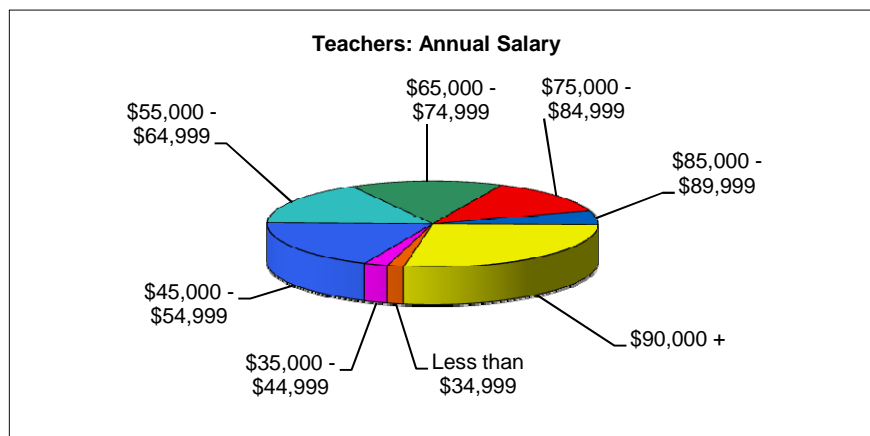
Data as of October 15, 2011.

Teachers: Average Salaries*	
FY 2012	\$74,832
FY 2011	\$76,176
FY 2010	\$76,486
FY 2009	\$75,500

* Average salary calculation: Salaries/filled FTE.

1. Salaries presented reflect actual salaries not adjusted for full time equivalency (FTE).

2. Data reflects the number of permanent employees by head count.



Teachers: Certification Type

Fiscal Year	Number of Teachers	Standard Professional Certificate*		Advanced Professional Certificate**		Maryland Board of Examiners License***		Conditional Degree Certificate****		Resident Teacher Certificate*****		Certification Data not Available or Not Needed	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2008	11,447	4,193	36.6%	6,845	59.8%	239	2.1%	154	1.3%	6	0.1%	10	0.1%
FY2009	11,421	3,761	32.9%	7,260	63.6%	276	2.4%	103	0.9%	11	0.1%	10	0.1%
FY2010	11,574	3,442	29.7%	7,765	67.1%	316	2.7%	34	0.3%	7	0.1%	10	0.1%
FY2011	11,447	3,108	27.2%	7,957	69.5%	344	3.0%	22	0.2%	6	0.1%	10	0.1%

1. Certification data is not complete in the HR system until February. Data was collected as of June of the fiscal year.

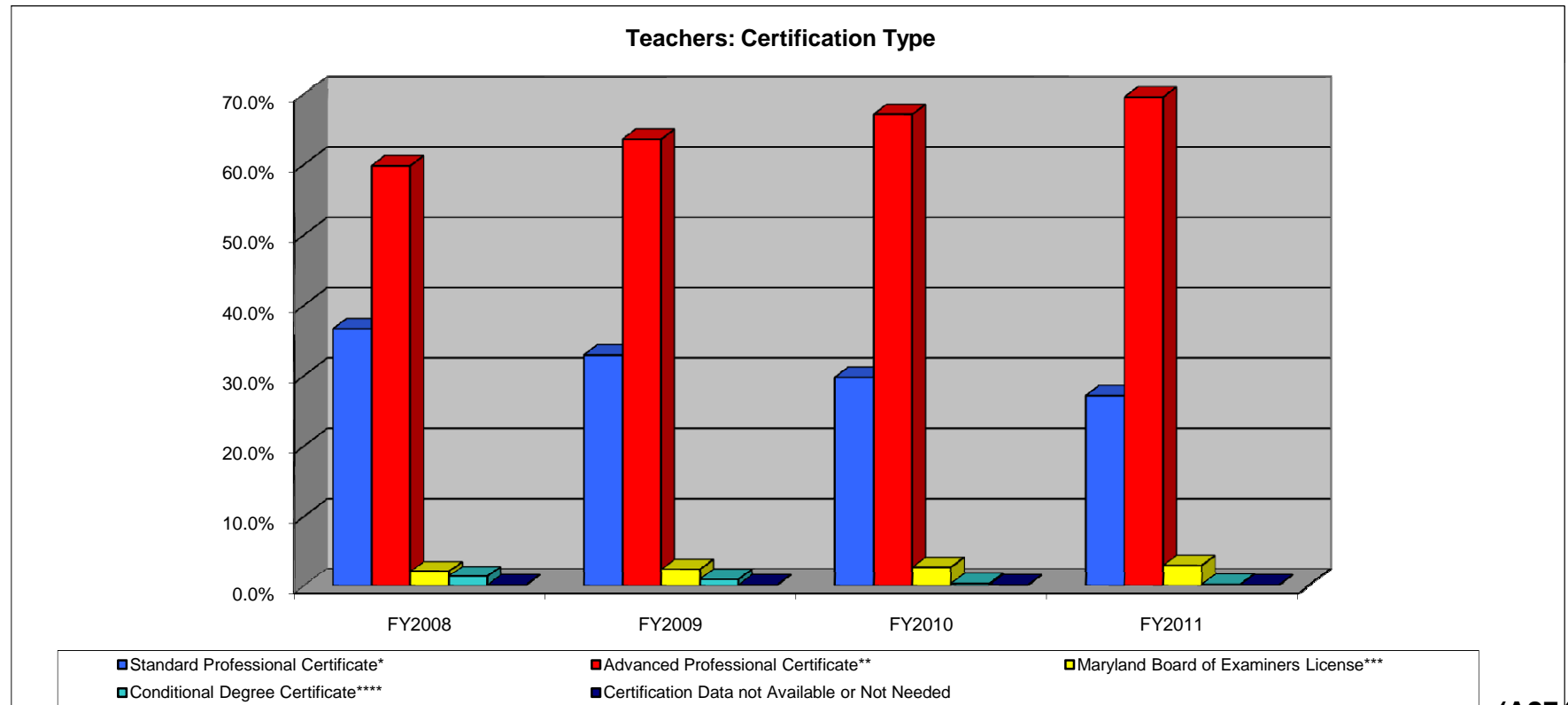
* The Standard Professional Certificate is a professional certificate in the state of Maryland.

** The Advanced Professional Certificate is the highest professional certificate in the state of Maryland.

*** Maryland Board of Examiners License is required for Speech Pathologists, Occupational & Physical Therapists, and Social Workers hired by MCPS.

**** Conditional Degree Certificate is one held by an educator holding a bachelor's degree or higher who does not meet the requirements for a standard or advanced certificate.

***** Resident Teacher Certificate is one held by an educator holding a bachelor's degree or higher who has content expertise, is highly qualified and is meeting the requirements for a standard or advanced certificate through an alternative program.

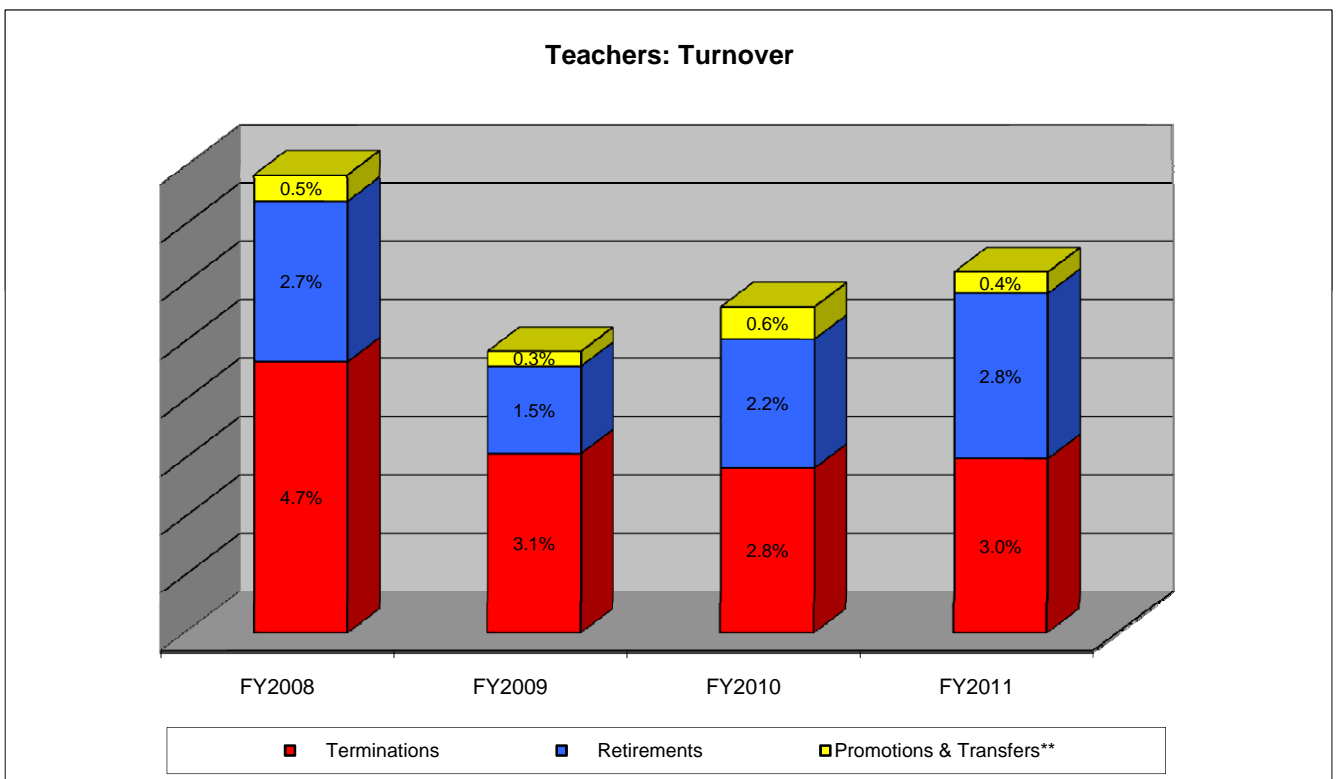


Teachers: Turnover

Fiscal Year	Number of Teachers*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2011	11,842	356	3.0%	335	2.8%	43	0.4%	734	6.2%
FY2010	11,999	341	2.8%	265	2.2%	66	0.6%	672	5.6%
FY2009	11,905	368	3.1%	178	1.5%	30	0.3%	576	4.8%
FY2008	11,929	556	4.7%	328	2.7%	54	0.5%	938	7.9%

* Total number of teachers is based upon a snapshot taken in the fall of each fiscal year.

** Promotion is defined to be a teacher moving to a higher graded non-teacher position. A teacher moving from one school to another is not counted as a promotion. Transfer is defined to be a teacher no longer in a teaching position.



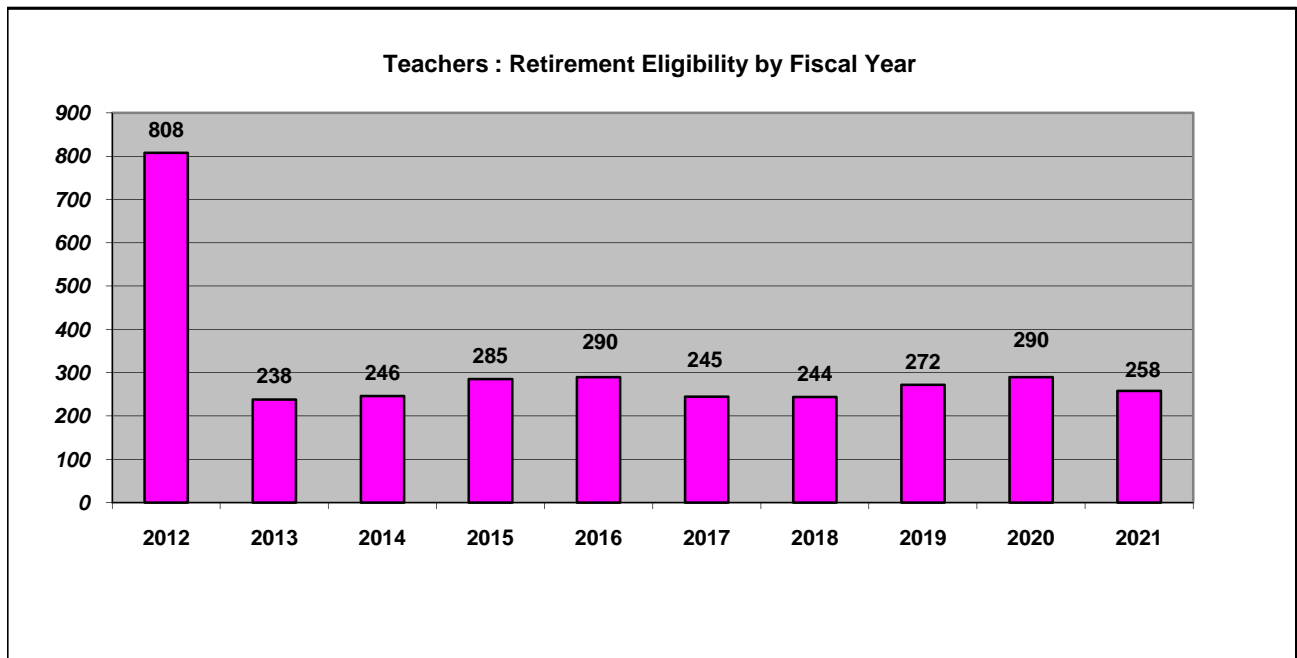
Teachers: Retirement Eligibility

Fiscal Year	Teachers Eligible By Fiscal Year	Percent of Total
2012	808	7.0%
2013	238	2.0%
2014	246	2.1%
2015	285	2.5%
2016	290	2.5%
2017	245	2.1%
2018	244	2.1%
2019	272	2.3%
2020	290	2.5%
2021	258	2.2%
Eligible within 10 years	3,176	27.3%
Total Teachers	11,618	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement plan members is not included in the above chart.



**10-month MCEA Montgomery County Education Association Personnel (MCEA) -
Counselors:**

Demographic Profile by School Type

Demographic Profile

Counselors: Demographic Profile

	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Gender								
Male	7	5.3%	9	6.7%	9	6.6%	9	6.9%
Female	124	94.7%	126	93.3%	127	93.4%	122	93.1%
TOTAL	131	100.0%	135	100.0%	136	100.0%	131	100.0%
Race								
White	103	78.6%	106	78.5%	106	77.9%	102	77.9%
Black or African American	20	15.3%	20	14.8%	21	15.4%	17	13.0%
Asian	3	2.3%	4	3.0%	4	2.9%	2	1.5%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/ Latino	5	3.8%	5	3.7%	5	3.7%	8	6.1%
Native Hawaiian or Pacific Islander *							0	0.0%
Two or More *							2	1.5%
TOTAL	131	100.0%	135	100.0%	136	100.0%	131	100.0%
MIDDLE SCHOOL								
Gender								
Male	25	16.9%	25	16.7%	24	16.7%	25	17.9%
Female	123	83.1%	125	83.3%	120	83.3%	115	82.1%
TOTAL	148	100.0%	150	100.0%	144	100.0%	140	100.0%
Race								
White	96	64.9%	93	62.0%	91	63.2%	88	62.9%
Black or African American	43	29.1%	46	30.7%	43	29.9%	39	27.9%
Asian	2	1.4%	1	0.7%	1	0.7%	2	1.4%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/ Latino	7	4.7%	10	6.7%	9	6.3%	10	7.1%
Native Hawaiian or Pacific Islander *							0	0.0%
Two or More *							1	0.7%
TOTAL	148	100.0%	150	100.0%	144	100.0%	140	100.0%
HIGH SCHOOL								
Gender								
Male	50	26.6%	51	26.2%	54	28.3%	52	27.1%
Female	138	73.4%	144	73.8%	137	71.7%	140	72.9%
TOTAL	188	100.0%	195	100.0%	191	100.0%	192	100.0%
Race								
White	118	62.8%	121	62.1%	121	63.4%	117	60.9%
Black or African American	48	25.5%	45	23.1%	41	21.5%	42	21.9%
Asian	8	4.3%	8	4.1%	9	4.7%	9	4.7%
American Indian or Alaskan Native	1	0.5%	1	0.5%	1	0.5%	1	0.5%
Hispanic/ Latino	13	6.9%	20	10.3%	19	9.9%	21	10.9%
Native Hawaiian or Pacific Islander *							0	0.0%
Two or More *							2	1.0%
TOTAL	188	100.0%	195	100.0%	191	100.0%	192	100.0%
CENTRAL OFFICE AND SPECIAL SCHOOLS								
Gender								
Male	1	6.7%	1	14.3%	1	14.3%	1	14.3%
Female	14	93.3%	6	85.7%	6	85.7%	6	85.7%
TOTAL	15	100.0%	7	100.0%	7	100.0%	7	100.0%
Race								
White	5	33.3%	3	42.9%	3	42.9%	3	42.9%
Black or African American	1	6.7%	1	14.3%	1	14.3%	1	14.3%
Asian	3	20.0%	3	42.9%	3	42.9%	2	28.6%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/ Latino	6	40.0%	0	0.0%	0	0.0%	1	14.3%
Native Hawaiian or Pacific Islander *							0	0.0%
Two or More *							0	0.0%
TOTAL	15	100.0%	7	100.0%	7	100.0%	7	100.0%
GRAND TOTAL	482		487		478		470	

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

3. Counselors assigned to non-school based offices service ESOL students, students in alternative programs, and students in special schools.

4. * Data tracked starting FY2012

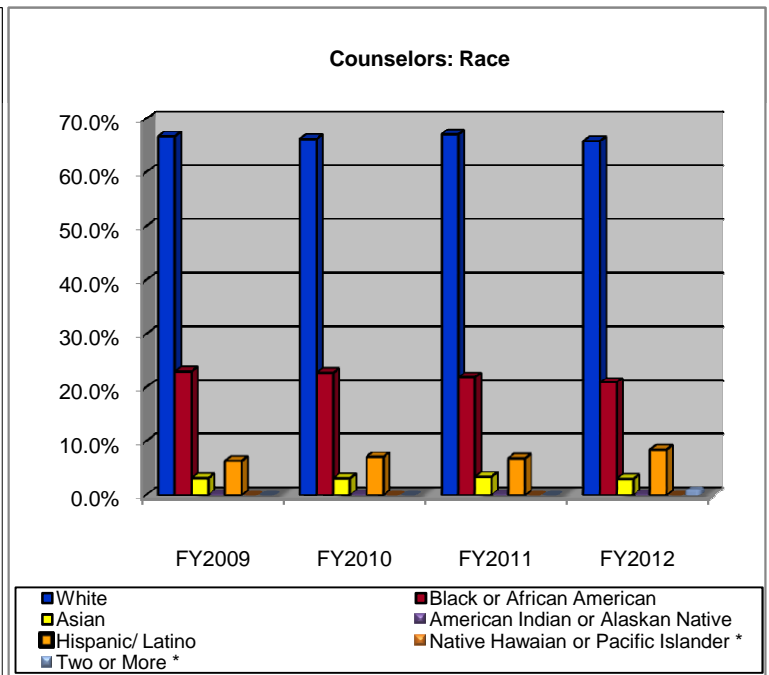
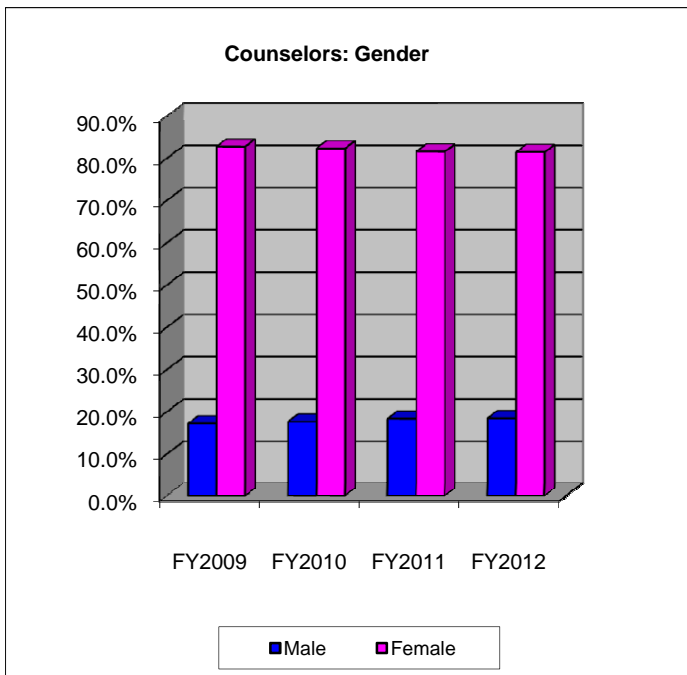
Counselors: Demographic Profile

	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	83	17.2%	86	17.7%	88	18.4%	87	18.5%
Female	399	82.8%	401	82.3%	390	81.6%	383	81.5%
TOTAL	482	100.0%	487	100.0%	478	100.0%	470	100.0%
RACE								
White	322	66.8%	323	66.3%	321	67.2%	310	66.0%
Black or African American	112	23.2%	112	23.0%	106	22.2%	99	21.1%
Asian	16	3.3%	16	3.3%	17	3.6%	15	3.2%
American Indian or Alaskan Native	1	0.2%	1	0.2%	1	0.2%	1	0.2%
Hispanic/ Latino	31	6.4%	35	7.2%	33	6.9%	40	8.5%
Native Hawaiian or Pacific Islander *		0.0%		0.0%		0.0%	0	0.0%
Two or More *		0.0%		0.0%		0.0%	5	1.1%
TOTAL	482	100.0%	487	100.0%	478	100.0%	470	100.0%

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

3. * Data tracked starting FY2012



10 and 12-month SEIU Local 500 Personnel:

Demographic Profile
Salary Schedule Placement
Total Years of Experience
Turnover

Paraeducators Demographic Profile
Paraeducators Degree by School Type
Paraeducators Degree (Summary and Graph)
Paraeducators Title I Highly Qualified Competency
Paraeducators Title I Competency by School
Paraeducators Turnover

SEIU Retirement Eligibility

Support Services: Demographic Profile

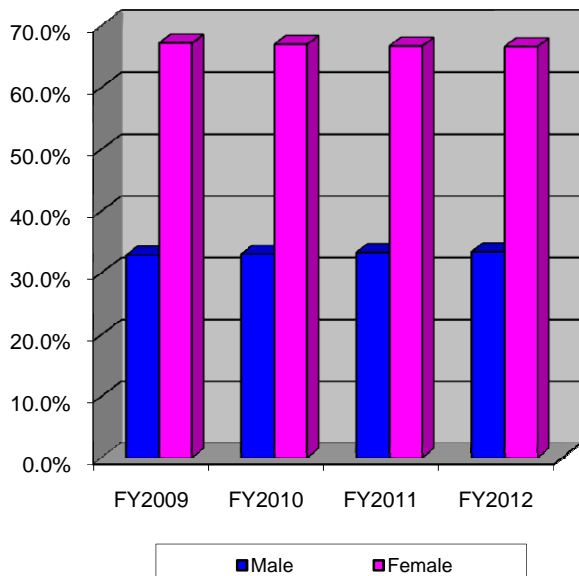
	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	3,048	32.8%	3,090	33.0%	3,106	33.3%	3,067	33.4%
Female	6,234	67.2%	6,265	67.0%	6,220	66.7%	6,114	66.6%
TOTAL	9,282	100.0%	9,355	100.0%	9,326	100.0%	9,181	100.0%
RACE								
White	4,635	49.9%	4,633	49.5%	4,527	48.5%	4,327	47.1%
African American	2,288	24.6%	2,314	24.7%	2,309	24.8%	2,194	23.9%
Asian American	942	10.1%	968	10.3%	1,004	10.8%	1,002	10.9%
American Indian	36	0.4%	38	0.4%	36	0.4%	35	0.4%
Hispanic	1,381	14.9%	1,402	15.0%	1,450	15.5%	1,518	16.5%
Native Hawaiian or Pacific Islander *							7	0.1%
Two or More *							98	1.1%
TOTAL	9,282	100.0%	9,355	100.0%	9,326	100.0%	9,181	100.0%
AGE								
Under 20 years	9	0.1%	2	0.0%	22	0.2%	43	0.5%
20 - 29 years	636	6.9%	601	6.4%	740	7.9%	738	8.0%
30 - 39 years	1,114	12.0%	1,080	11.5%	1,221	13.1%	1,241	13.5%
40 - 49 years	2,785	30.0%	2,713	29.0%	2,939	31.5%	2,962	32.3%
50 - 59 years	3,326	35.8%	3,416	36.5%	3,284	35.2%	3,218	35.1%
60+ years	1,412	15.2%	1,543	16.5%	1,120	12.0%	979	10.7%
TOTAL	9,282	100.0%	9,355	100.0%	9,326	100.0%	9,181	100.0%

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

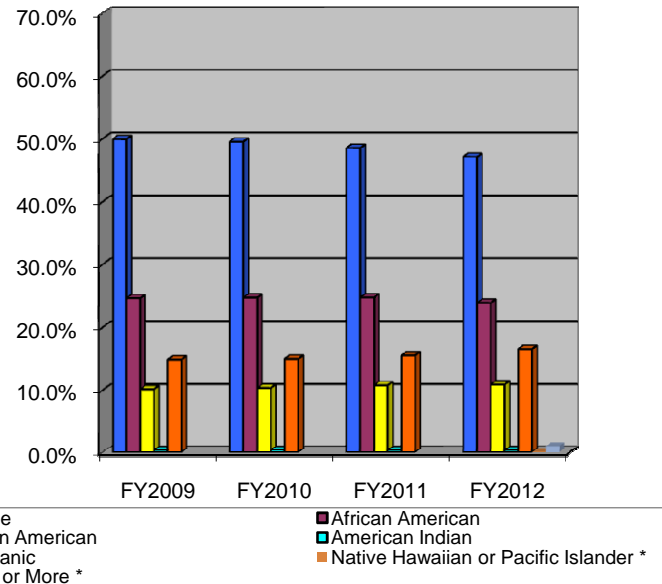
2. Data was captured on October 15.

3. * Data tracked starting FY2012

Support Services: Gender



Support Services: Race



Support Services: Salary Schedule Placement

FY2012												
Pay Grade	Step 1 Count	Step 2 Count	Step 3 Count	Step 4 Count	Step 5 Count	Step 6 Count	Step 7 Count	Step 8 Count	Step 9 Count	Step 10 Count	Total Count	Percent on Grade
6	163	147	83	109	142	79	131	208	46	351	1,459	13.7%
7	266	58	89	94	87	128	57	63	39	310	1,191	11.2%
8	3	0	2	1	0	2	1	0	0	7	16	0.1%
9	5	2	1	2	0	1	2	8	5	5	31	0.3%
10	12	9	10	8	19	15	23	21	25	49	191	1.8%
11	403	69	147	232	85	92	81	111	175	445	1,840	17.2%
12	392	161	121	136	116	84	99	106	180	602	1,997	18.7%
13	15	108	84	112	122	110	134	154	158	792	1,789	16.8%
14	39	10	13	28	21	27	36	50	27	118	369	3.5%
15	2	6	9	11	10	9	12	17	49	73	198	1.9%
16	55	33	50	47	35	70	69	125	149	163	796	7.5%
17	14	7	12	9	11	11	6	21	21	76	188	1.8%
18	0	4	2	5	7	2	5	16	8	22	71	0.7%
19	1	1	7	3	4	8	10	6	18	33	91	0.9%
20	5	2	6	11	8	12	8	9	18	46	125	1.2%
21	1	0	0	2	2	3	6	3	4	12	33	0.3%
22	2	3	2	4	4	3	3	6	5	19	51	0.5%
23	5	4	2	5	5	10	24	7	4	21	87	0.8%
24	4	1	2	2	2	1	2	3	1	10	28	0.3%
25	1	0	2	5	2	11	4	8	5	35	73	0.7%
26	2	1	0	2	0	1	1	2	1	4	14	0.1%
27	0	0	0	0	0	2	1	1	3	23	30	0.3%
TOTAL	1,390	626	644	828	682	681	715	945	941	3,216	10,668	100.0%
% on Step	13.0%	5.9%	6.0%	7.8%	6.4%	6.4%	6.7%	8.9%	8.8%	30.1%	100.0%	

1. Currently there are no MCPS positions in grades 1-5

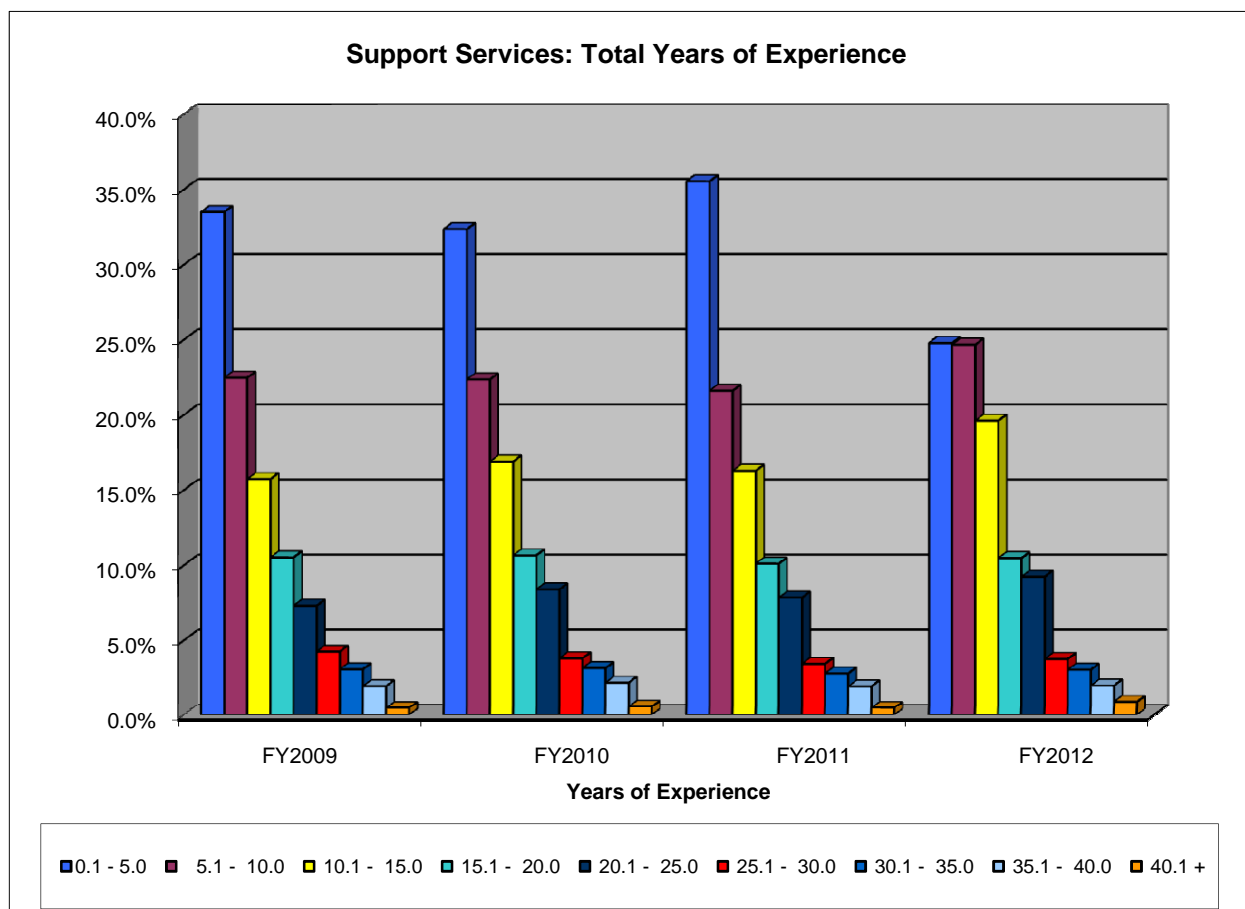
2. The figures above reflect number of assignments. An employee in multiple positions could be in multiple pay grades.

3. The figures above reflect filled positions as of October 15, 2011.

Support Services: Total Years of Experience

Years of Experience	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	3,133	33.5%	3,017	32.4%	3,314	35.5%	2,311	24.8%
5.1 - 10.0	2,102	22.5%	2,085	22.4%	2,015	21.6%	2,301	24.7%
10.1 - 15.0	1,471	15.7%	1,575	16.9%	1,518	16.3%	1,829	19.6%
15.1 - 20.0	983	10.5%	992	10.6%	942	10.1%	976	10.5%
20.1 - 25.0	683	7.3%	782	8.4%	731	7.8%	861	9.2%
25.1 - 30.0	397	4.2%	354	3.8%	320	3.4%	350	3.8%
30.1 - 35.0	287	3.1%	294	3.2%	261	2.8%	284	3.0%
35.1 - 40.0	182	1.9%	203	2.2%	180	1.9%	185	2.0%
40.1 +	44	0.5%	53	0.6%	45	0.5%	84	0.9%
TOTAL	9,282	99.2%	9,355	100.3%	9,326	100.0%	9,181	100.0%

1. Data reflects years worked within MCPS or other county agency.

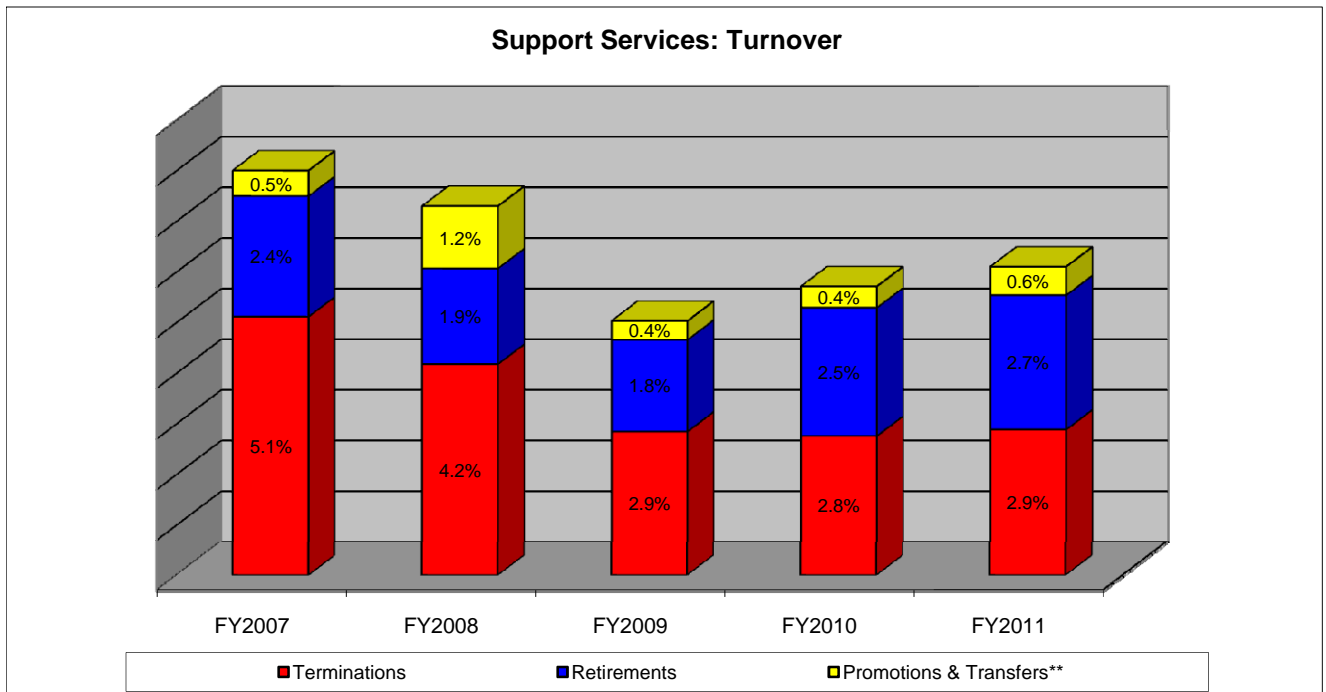


Support Services: Turnover

Fiscal Year	Number of Support Services*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2011	9,422	273	2.9%	250	2.7%	53	0.6%	576	6.1%
FY2010	9,313	258	2.8%	236	2.5%	39	0.4%	533	5.7%
FY2009	9,384	268	2.9%	170	1.8%	35	0.4%	473	5.0%
FY2008	9,523	399	4.2%	180	1.9%	117	1.2%	696	7.3%
FY2007	9,323	478	5.1%	222	2.4%	47	0.5%	747	8.0%

* Total number of support services employees is based upon a snapshot taken in the fall of each fiscal year.

** Promotions & Transfers are defined to be a support services employee no longer in a support services position.



Paraeducators: Demographic Profile

	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	289	11.2%	315	11.5%	335	12.2%	322	11.7%
Female	2,285	88.8%	2,386	87.1%	2,405	87.7%	2,419	88.3%
TOTAL	2,574	100.0%	2,701	98.6%	2,740	100.0%	2,741	100.0%
RACE								
White	1,641	60.8%	1,734	63.3%	1,730	63.1%	1,703	62.1%
Black or African American	432	16.0%	453	16.5%	475	17.3%	454	16.6%
Asian	190	7.0%	202	7.4%	213	7.8%	219	8.0%
American Indian or Alaskan Native	10	0.4%	10	0.4%	10	0.4%	7	0.3%
Hispanic/Latino	301	11.1%	302	11.0%	312	11.4%	329	12.0%
Native Hawaiian or Pacific Islander *							0	0.0%
Two or More *							29	1.1%
TOTAL	2,574	95.3%	2,701	98.6%	2,740	100.0%	2,741	100.0%

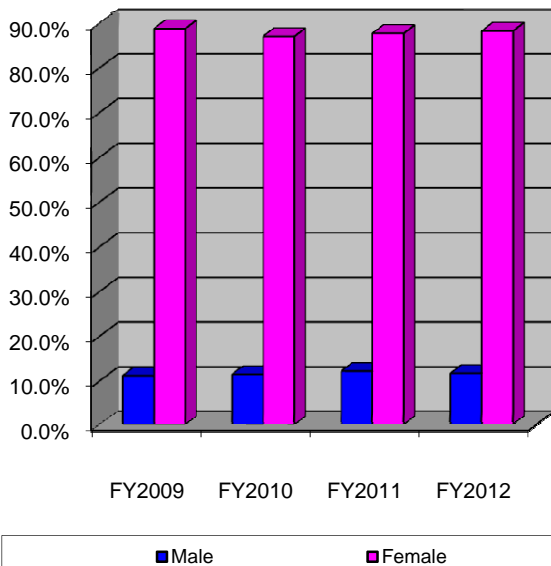
1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data reflects employees in the following positions: Paraeducator Special Education Itinerant, Paraeducator Special Education, Paraeducator (10&12 month), Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator Computer Lab, and Instructional Data Assistant.

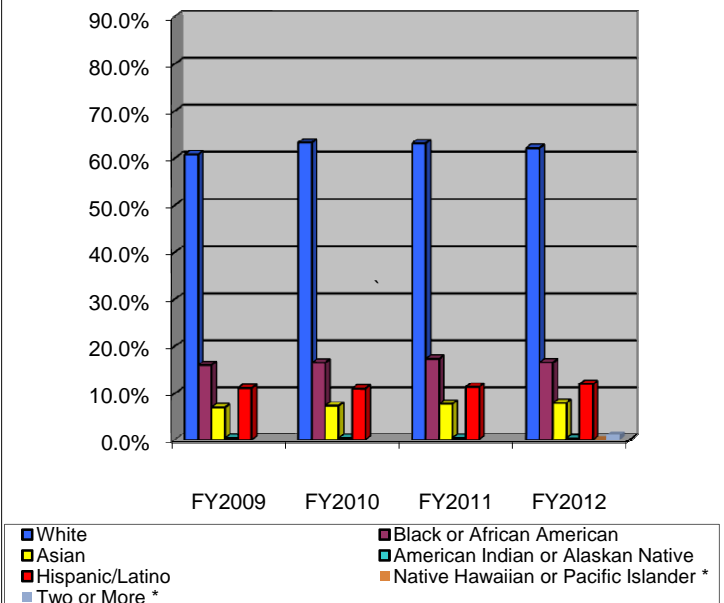
3. Data was captured on October 15.

4. * Data tracked starting FY2012.

Paraeducators: Gender



Paraeducators: Race



Paraeducators: Degree by School Type

	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<u>ELEMENTARY SCHOOL</u>								
Not available	38	3.1%	35	2.6%	28	2.0%	18	1.3%
HS	562	45.5%	569	42.1%	572	41.8%	569	41.8%
AA	116	9.4%	132	9.8%	139	10.2%	141	10.4%
Bachelor's	453	36.7%	533	39.4%	541	39.5%	541	39.8%
Master's	63	5.1%	81	6.0%	85	6.2%	89	6.5%
Doctorate	2	0.2%	3	0.2%	3	0.2%	3	0.2%
TOTAL	1,234	100.0%	1,353	100.0%	1,368	100.0%	1,361	100.0%
<u>MIDDLE SCHOOL</u>								
Not available	14	3.5%	9	2.1%	6	1.4%	3	0.7%
HS	170	42.8%	165	37.6%	178	40.9%	173	40.2%
AA	31	7.8%	47	10.7%	46	10.6%	39	9.1%
Bachelor's	158	39.8%	192	43.7%	182	41.8%	188	43.7%
Master's	24	6.0%	26	5.9%	23	5.3%	27	6.3%
Doctorate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	397	100.0%	439	100.0%	435	100.0%	430	100.0%
<u>HIGH SCHOOL</u>								
Not available	10	1.9%	6	1.2%	2	0.4%	1	0.2%
HS	217	40.6%	194	37.3%	196	36.3%	200	35.8%
AA	40	7.5%	46	8.8%	53	9.8%	50	9.0%
Bachelor's	222	41.6%	226	43.5%	231	42.8%	244	43.7%
Master's	42	7.9%	44	8.5%	53	9.8%	57	10.2%
Doctorate	3	0.6%	4	0.8%	5	0.9%	6	1.1%
TOTAL	534	100.0%	520	100.0%	540	100.0%	558	100.0%
<u>CENTRAL OFFICE AND SPECIAL SCHOOLS</u>								
Not available	23	5.6%	15	3.9%	10	2.5%	5	1.3%
HS	207	50.6%	165	42.4%	166	41.8%	183	46.7%
AA	33	8.1%	36	9.3%	33	8.3%	36	9.2%
Bachelor's	121	29.6%	144	37.0%	159	40.1%	141	36.0%
Master's	24	5.9%	28	7.2%	28	7.1%	26	6.6%
Doctorate	1	0.2%	1	0.3%	1	0.3%	1	0.3%
TOTAL	409	100.0%	389	100.0%	397	100.0%	392	100.0%
<u>ALL PARAEDUCATORS</u>								
Not available	85	3.3%	65	2.4%	46	1.7%	27	1.0%
HS	1,156	44.9%	1,093	40.5%	1,112	40.6%	1,125	41.0%
AA	220	8.5%	261	9.7%	271	9.9%	266	9.7%
Bachelor's	954	37.1%	1,095	40.5%	1,113	40.6%	1,114	40.6%
Master's	153	5.9%	179	6.6%	189	6.9%	199	7.3%
Doctorate	6	0.2%	8	0.3%	9	0.3%	10	0.4%
GRAND TOTAL	2,574	100.0%	2,701	100.0%	2,740	100.0%	2,741	100.0%

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data reflects employees in the following positions: Paraeducator Special Education Itinerant, Paraeducator Special Education, Paraeducator (10&12 month), Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator Computer Lab, and Instructional Data Assistant.

3. Data was captured on October 15.

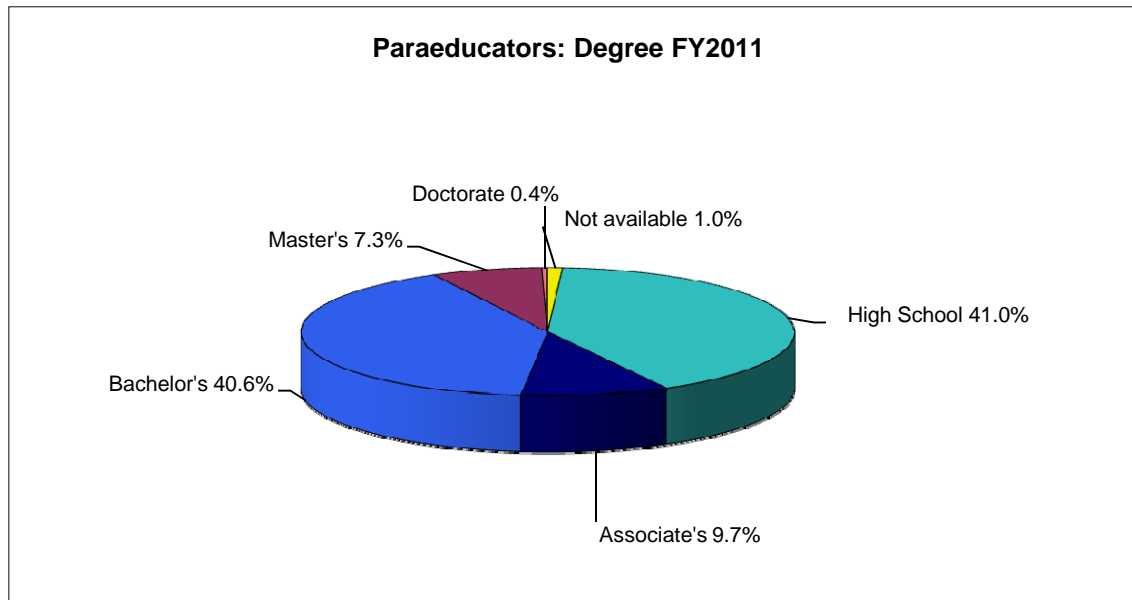
Paraeducators: Degree

	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ALL PARAEDUCATORS								
Not available	85	3.1%	65	2.4%	46	1.7%	27	1.0%
High School	1,156	42.8%	1,093	39.9%	1,112	40.6%	1,125	41.0%
Associate's	220	8.1%	261	9.5%	271	9.9%	266	9.7%
Bachelor's	954	35.3%	1,095	40.0%	1,113	40.6%	1,114	40.6%
Master's	153	5.7%	179	6.5%	189	6.9%	199	7.3%
Doctorate	6	0.2%	8	0.3%	9	0.3%	10	0.4%
GRAND TOTAL	2,574	95.3%	2,701	98.6%	2,740	100.0%	2,741	100.0%

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data reflects employees in the following positions: Paraeducator Special Education Itinerant, Paraeducator Special Education, Paraeducator (10&12 month), Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator Computer Lab, and Instructional Data Assistant.

3. Data was captured on October 15, 2011



Paraeducators: Elementary School

Title I Highly Qualified Competency

	FY2009		FY2010		FY2011		FY2012	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Title I Elementary Schools								
Highly Qualified	193	86.2%	224	93.3%	240	130.4%	184	100.0%
Not Highly Qualified	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	193	86.2%	224	93.3%	240	130.4%	184	100.0%

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data reflects employees in the following positions: Paraeducator Special Education and Paraeducator (10 month). The following positions are **not** included: Paraeducator Special Education Itinerant, Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator Computer Lab, and Instructional Data Assistant.

3. Highly qualified designation is a requirement for all paraeducators allocated to a Title I school.

4. Highly qualified competency is defined as a paraeducator who has a college degree, 48 college credits or greater, or passes the Para Pro assessment exam with a score of 455 or higher.

5. A school is designated Title I by percentage of students who qualify for the Free and Reduced-price Meals (FARMS) program.

6. FY2009: 28 Title I schools, FY2010: 30 Title I schools, FY2011: 30 Title I schools, FY2012: 25 Title I schools.

7. FY2012 Data as of December 22, 2011.

Paraeducators: Title I Competency

	FY2012					
	Highly Qualified		Not Highly Qualified		Total	
Title I Elementary Schools	Number	Percent	Number	Percent	Number	Percent
Arcola	13	100.0%	0	0.0%	13	7.1%
Broad Acres	5	100.0%	0	0.0%	5	2.7%
Brookhaven	13	100.0%	0	0.0%	13	7.1%
Brown Station	7	100.0%	0	0.0%	7	3.8%
Burnt Mills	2	100.0%	0	0.0%	2	1.1%
Clopper Mill	10	100.0%	0	0.0%	10	5.4%
Cresthaven	5	100.0%	0	0.0%	5	2.7%
Gaithersburg	11	100.0%	0	0.0%	11	6.0%
Georgian Forest	7	100.0%	0	0.0%	7	3.8%
Glen Haven	13	100.0%	0	0.0%	13	7.1%
Harmony Hills	6	100.0%	0	0.0%	6	3.3%
Highland	8	100.0%	0	0.0%	8	4.3%
Jackson Road	13	100.0%	0	0.0%	13	7.1%
Kemp Mill	4	100.0%	0	0.0%	4	2.2%
New Hampshire Estates	2	100.0%	0	0.0%	2	1.1%
Oak View	3	100.0%	0	0.0%	3	1.6%
R. Sargent Shriver	5	100.0%	0	0.0%	5	2.7%
Roscoe R. Nix	14	100.0%	0	0.0%	14	7.6%
South Lake	3	100.0%	0	0.0%	3	1.6%
Summit Hall	5	100.0%	0	0.0%	5	2.7%
Twinbrook	8	100.0%	0	0.0%	8	4.3%
Viers Mill	13	100.0%	0	0.0%	13	7.1%
Washington Grove	8	100.0%	0	0.0%	8	4.3%
Weller Road	3	100.0%	0	0.0%	3	1.6%
Wheaton Woods	3	100.0%	0	0.0%	3	1.6%
TOTAL	184	100.0%	0	0.0%	184	100.0%

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included. If a paraeducator is working at multiple schools they will be counted multiple times.

2. Data reflects employees in the following positions: Paraeducator Special Education and Paraeducator (10 month). The following positions are **not** included: Paraeducator Special Education Itinerant, Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator Computer Lab, and Instructional Data Assistant.

3. Highly qualified designation is a requirement for all paraeducators allocated to a Title I school.

4. Highly qualified competency is defined as a paraeducator who has a college degree, 48 college credits or greater, or passes the Para Pro assessment exam with a score of 455 or higher.

5. A school is designated Title I by percentage of students who qualify for the Free and Reduced-price Meals (FARMS)

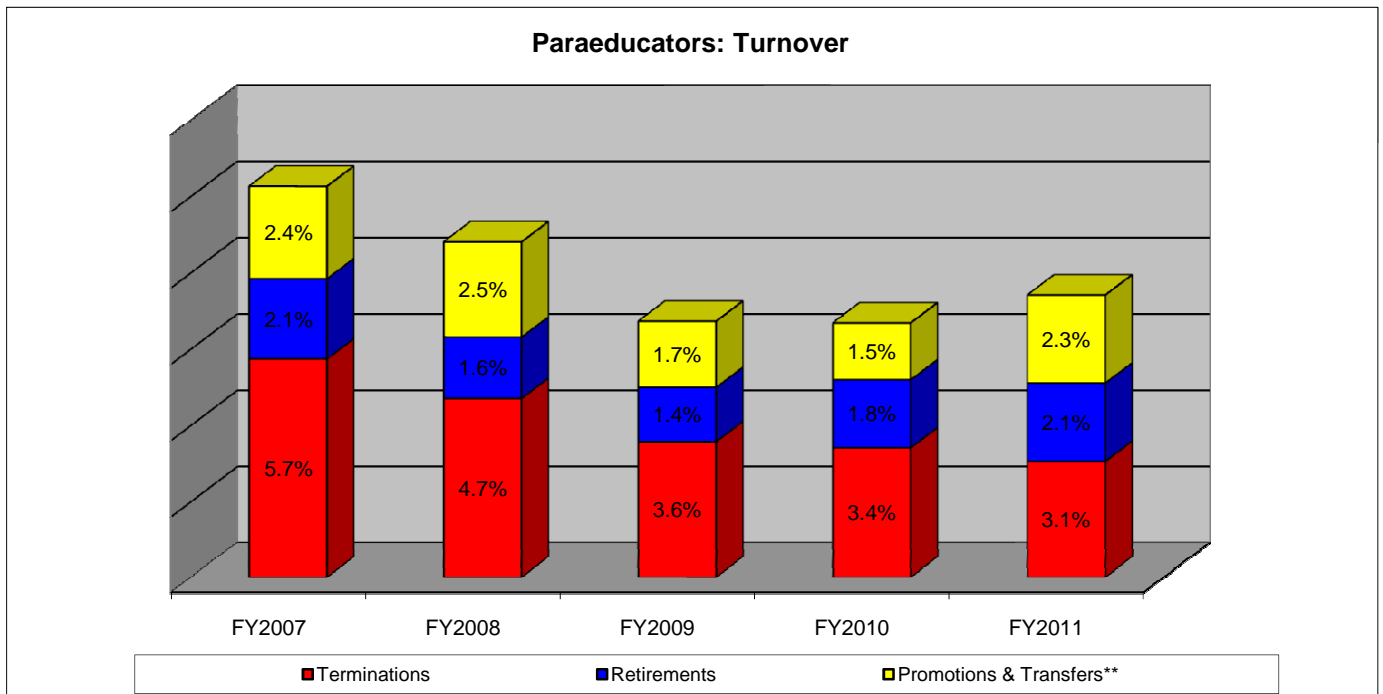
6. Data as of December 22, 2011.

Paraeducators: Turnover

Fiscal Year	Number of Paraeducators*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2011	2,776	85	3.1%	57	2.1%	64	2.3%	206	7.4%
FY2010	2,691	92	3.4%	48	1.8%	40	1.5%	180	6.7%
FY2009	2,599	93	3.6%	37	1.4%	45	1.7%	175	6.7%
FY2008	2,610	123	4.7%	42	1.6%	65	2.5%	230	8.8%
FY2007	2,522	145	5.7%	53	2.1%	61	2.4%	259	10.3%

* Total number of paraeducators is based upon a snapshot taken in the fall of each fiscal year.

** Promotions & Transfers are defined to be a paraeducator no longer in a paraeducator position.



Support: Retirement Eligibility

Fiscal Year	Support Eligible By Fiscal Year	Percent of Total
2012	1486	16.1%
2013	274	3.0%
2014	334	3.6%
2015	355	3.9%
2016	317	3.4%
2017	358	3.9%
2018	363	3.9%
2019	373	4.0%
2020	160	1.7%
2021	344	3.7%
Eligible within 10 years	4,364	47.4%
Total Support	9,214	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement plan members is not included in the above chart.

